

COLLECTIVE BARGAINING AGREEMENT BETWEEN

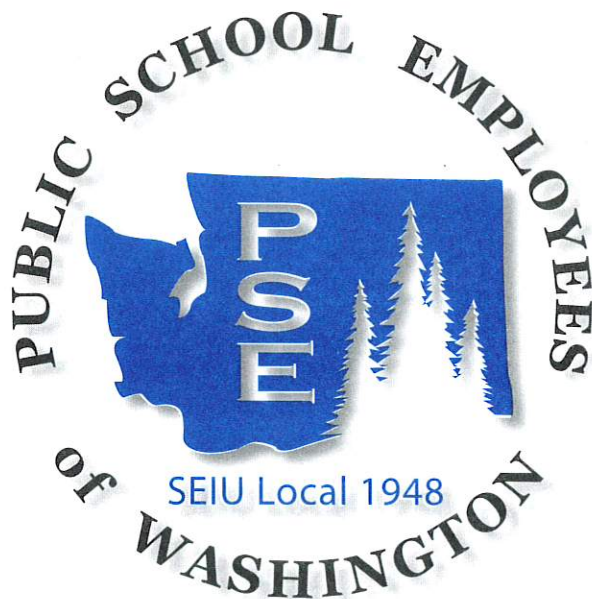
GRANGER SCHOOL DISTRICT #204

AND

PUBLIC SCHOOL EMPLOYEES OF GRANGER

SEPTEMBER 1, 2020 - AUGUST 31, 2022

CBA Extended by LOA – New Term expires August 31, 2023



Public School Employees of Washington/SEIU Local 1948

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<http://pseclassified.org>

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1 **DECLARATION OF PRINCIPLES**

- 2
- 3 1. Participation of employees in the formulation and implementation of personnel policies
4 affecting them contributes to effective conduct of school business.
- 5
- 6 2. The efficient administration of the system of public instruction and well-being of employees
7 requires that orderly and constructive relationships be maintained between the parties hereto.
- 8
- 9 3. Effective employee-management cooperation requires a clear statement of the respective rights
10 and obligations of the parties hereto.
- 11
- 12 4. It is the intent and purpose of the parties hereto to promote and improve the efficient
13 administration of the District and the well-being of employees within the spirit of the Public
14 Employees Collective Bargaining Act, to establish a basic understanding relative to personnel
15 policies, practices and procedures, and to provide means for amicable discussion and
16 adjustment of matters of mutual interest.
- 17

18

19

20 **P R E A M B L E**

21

22 This Agreement is made and entered into between Granger School District Number 204
23 (hereinafter "District") and Public School Employees of Granger, an affiliate of Public School
24 Employees of Washington / SEIU Local 1948 (hereinafter "Association").

25

26 In accordance with the provisions of the Public Employees Collective Bargaining Act and regulations
27 promulgated pursuant thereto, and in consideration of the mutual covenants contained herein, the
28 parties agree as follows:

29

30

31

32 **A R T I C L E I**

33

34 **RECOGNITION AND COVERAGE OF AGREEMENT**

35

36 **Section 1.1.**

37 The District hereby recognizes the Association as the exclusive representative of all employees in the
38 bargaining unit described in Section 1.3, and the Association recognizes the responsibility of
39 representing the interests of all such employees.

40

41 **Section 1.2.**

42 Nothing contained herein shall be construed to include in the bargaining unit any person whose duties
43 as deputy administrative assistant or secretary necessarily imply a confidential relationship to the
44 Board of Directors or to the Superintendent of the District, pursuant to RCW 41.56.030 (2). Excluded
45 by specific mention are Food Service Supervisor, Maintenance/Custodial and Grounds Supervisor,
46 Transportation Supervisor, Secretary to the Superintendent, Personnel Officer, Business Manager,
47 Accounts Payable, two (2) secretaries to the Special Programs Director, two (2) Technology
48 Coordinators, Activities Director and Payroll Officer.



1 **Section 1.3.**

2 The bargaining unit to which this Agreement is applicable shall consist of all classified employees in
3 the following general job classifications: Custodial, Maintenance, Para- Educators, Transportation,
4 Food Service, Technology and Secretarial.

5
6 **Section 1.3.1.**

7 Employees who work as a Custodian/Bus Driver shall have seniority in the Custodial and
8 Transportation classifications.

9
10 **Section 1.4. Definitions of Employees:**

- 11
- 12 • **Regular Employee** - one who has a regular daily assignment.
 - 13
 - 14 • **Full-Time Employee** - a regular employee who works at least 2,080 hours per year.
 - 15
 - 16 • **Less Than Full-Time Employee** - a regular employee who works less than 2,080 hours per
17 year.
 - 18
 - 19 • **Substitute/Casual Employee** - Employees who have not worked a sufficient amount of time to
20 qualify as regular part-time employees. If a casual employee should fill one continual position
21 that is normally worked by a regular employee and exceeds (90) ninety workdays then the
22 position will be posted pursuant to Article X, Section 10.9. (WAC 391-35-350).
 - 23
 - 24 • **Temporary Employee** - Employees who have not worked a sufficient amount of time to
25 qualify as regular part-time employees. If a temporary employee should fill one continual
26 position that is normally worked by a regular employee and exceeds (90) ninety workdays then
27 the position will be posted pursuant to Article X, Section 10.9. Employees filling temporary
28 positions that exceed (30) workdays will be subject to the following benefits of the contract;
29 FICA and L&I; wages will be at that of Step I on Schedule A. (WAC 391-35-350). No other
30 provisions of the Collective Bargaining Agreement shall apply to temporary positions/
31 employees. This provision does not apply to those positions subject to Article IX, Section 9.6.
32
 - 33 • **Replacement Employee** - is an employee who fills a position created by an employee on a
34 leave of absence or an extended leave of more than twenty (20) workdays.
 - 35
 - 36 A. Current employees who apply for and take replacement positions will be given
37 priority over outside candidates and junior employees when the move would result
38 in an increase in hours, wages or both.
 - 39
 - 40 B. Current employees who apply for replacement positions will be returned to their
41 previously held position.
 - 42
 - 43 C. If a continuing employee fills this position, his/her position will not be posted but
44 will be filled by a substitute for the duration; the choice to utilize a substitute shall
45 be at the discretion of the District.
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ARTICLE II

RIGHTS OF THE EMPLOYER

Section 2.1.

It is agreed that the customary and usual rights, powers, functions, and authority of management are vested in management officials of the District. Included in these rights in accordance with and subject to applicable laws, regulations, and the provisions of this Agreement, is the right to direct the work force, the right to hire, promote, retain, transfer, and assign employees in positions; the right to suspend, discharge, demote, or take other disciplinary action against employees; and the right to release employees from duties because of lack of work or for other legitimate reasons. The District shall retain the right to maintain efficiency of the District operation by determining the methods, the means, and the personnel by which operations undertaken by the employees in the unit are to be conducted.

Section 2.2.

The right to make reasonable rules and regulations shall be considered acknowledged functions of the District. In making rules and regulations relating to personnel policies, procedures and practices, and matters of working conditions, the District shall give due regard and consideration to the rights of the Association and the employees and to the obligations imposed by this Agreement.

ARTICLE III

RIGHTS OF EMPLOYEES

Section 3.1.

It is agreed that all employees subject to this Agreement shall have and shall be protected in the exercise of the right, freely and without fear of penalty or reprisal, to join and assist the Association. The freedom of such employees to assist the Association shall be recognized as extending to participation in the management of the Association, including presentation of the views of the Association to the Board of Directors of the District or any other governmental body, group, or individual.

Section 3.2.

Each employee shall have the right to bring matters of personal concern to the attention of appropriate Association representatives and/or appropriate officials of the District.

Section 3.3.

Employees subject to this Agreement have the right to have Association representation present at discussions between themselves and supervisors or other representatives of the District.

Section 3.4.

Neither the District, nor the Association, shall discriminate against any employee subject to this Agreement on the basis of race, creed, color, sex, religion, age, national origin, sexual orientation, marital status or the presence of any sensory, mental, or physical handicap with respect to a position.

1 the duties of which may be performed efficiently by an individual without danger to the health or
2 safety of the physically handicapped person or others.

3
4 **Section 3.5.**

5 There shall be one (1) official personnel file for each employee, and it will be kept in the District
6 personnel office. The employee will be notified of any disciplinary material placed in the personnel
7 file. By prior appointment, each employee shall have the right to review materials placed in his/her
8 personnel file and copy made at the employee's expense, or material within the file.

9
10 **Section 3.6.**

11 Any materials filed longer than two (2) years in the personnel file shall, at the employee's request, be
12 removed, provided the materials are not required to be retained by law, and provided further, that the
13 District may keep documents regarding allegations of physical or sexual abuse, other sexual
14 misconduct, harassment, or misconduct involving students or other children for more than two (2)
15 years if these documents are kept in a separate, sealed file within the employee's personnel file.
16 Requests to remove personnel file materials shall be made in writing.

17
18 **Section 3.7. Evaluations.**

19 The purpose of the evaluation is to document the District's assessment of the job performance of the
20 employee and also to guide the employee in the performance of his/her duties. Each employee will be
21 evaluated in writing by his/her supervisor/designee at least once during the employee's work year but,
22 no later than May 30. A copy of the evaluation report(s) will be provided to the employee. The
23 employee will have the opportunity to discuss the completed evaluation report with his/her evaluator.
24 The employee may choose to respond to the evaluation in writing within ten (10) workdays from the
25 date of the evaluation. The written response will be attached to the evaluation and become a part of the
26 employee's personnel file. The evaluation is attached to the collective bargaining agreement.

27
28 **Section 3.8.**

29 All employees shall be provided a safe and secure place to store their personal belongings.
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33 **ARTICLE IV**

34 **RIGHTS OF THE ASSOCIATION**

35
36
37 **Section 4.1.**

38 The Association has the right and responsibility to represent the interests of all employees in the unit;
39 to present its views to the District on matters of concern, either orally or in writing; to consult or to be
40 consulted with respect to the formulation, development, and implementation of industrial relations
41 matters and practices which are within the authority of the District; and to enter collective negotiations
42 with the object of reaching an agreement applicable to all employees within the bargaining unit.

43
44 **Section 4.2.**

45 Representatives of the Association, upon making their presence known to the District, shall have
46 access to the District premises during business hours, provided, that no conferences or meetings
47 between employees and Association representatives will in any way hamper or obstruct the normal
48 flow of work.

1 **Section 4.3.**

2 The Association shall promptly be notified by the District of any response to grievances or formal
3 written disciplinary actions of any employee in the unit in accordance with the provisions of the
4 Discharge and Grievance Procedure Articles contained herein. The Association is entitled to have an
5 observer at hearings conducted by any District official or body arising out of grievance and to make
6 known the Association's views concerning the case.

7
8 **Section 4.4.**

9 The names of employees in the respective general job classifications and salary information will be
10 provided by the School District annually on or about November 1 to the President of the Association
11 and updated as requested.

12
13 **Section 4.5.**

14 The Association reserves and retains the right to utilize persons of its choice to represent it in all
15 matters relating to this contract and its representation of employees of the district including appropriate
16 officials of the Public School Employees of Washington/SEIU Local 1948 State Organization.

17
18 **Section 4.6.**

19 The President of the Association and his/her designated representatives will be provided time off
20 without loss of pay to attend meetings which the Administration judges to be in the best interest of the
21 District.

22
23 **Section 4.7.**

24 An integral part of each employee's tenure with the District is an understanding of this Agreement and
25 the role of the Association in the employment setting. As such, each new employee, as part of her/his
26 orientation shall be offered the opportunity to attend a thirty (30) minute session where they will
27 receive an overview of the Association and the contract. The parties agree that it is highly beneficial
28 for all bargaining unit employees to receive a comprehensive new employee orientation as soon as
29 possible, of which shall occur no later than one (1) month after the employee is hired.

30
31 The Association Orientation Session will be conducted by a representative designated by the
32 Association and if at all possible, to be scheduled once a month if needed.

33
34 **Section 4.8.**

35 The District will notify PSE of Washington and the Chapter President electronically of all new hires.
36 Information provided will include name, position, location, home address, and hire date. The District
37 will supply an electronic file listing all bargaining unit employees with the above-listed information to
38 PSE of Washington upon request, provided that such lists are not requested more than four (4) times
39 each calendar year. Monthly personnel updates (Board Reports) of new hires, terminations, etc. will be
40 reported electronically to the Chapter President and PSE State Membership Department at
41 membership@pseofwa.org.



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ARTICLE V

APPROPRIATE MATTERS FOR CONSULTATION AND NEGOTIATION

Section 5.1.

It is agreed and understood that matters appropriate for consultation and negotiation between the District and the Association are hours, wages, grievance procedures and working conditions of employees in the bargaining unit subject to this Agreement.

Section 5.2.

It is further agreed and understood that the District will consult with the Association, and meet with the Association upon its request, in the formulation of any changes caused by financial burdens or any other reorganization action which affects association members.

Section 5.3.

It is further recognized that this Agreement does not alter the responsibility of either party to meet with the other party to advise, discuss or consult regarding matters concerning working conditions not covered by this Agreement.

ARTICLE VI

ASSOCIATION REPRESENTATION

Section 6.1. Labor Management Committee.

The Labor/Management committee shall consist of the Association President and no more than three (3) representatives from the Association, and the Superintendent and no more than three (3) representatives from the District. The committee shall meet at mutually agreed dates and times not less than quarterly at a District supplied space. If outside of their normal work time, employees will be paid up to a maximum of one (1) hour of their regular pay rate. The purpose of the meetings is to discuss issues arising in the day-to-day operation of the department. These meetings shall not change or otherwise impact the collective bargaining agreement or take the place of negotiations.

Section 6.1.1.

When formal meetings are held between representatives of the Association and representatives of the District pursuant to Section 6.1, formal minutes shall be prepared. The District will arrange for the preparation of such minutes and a draft will be made available to the representatives of the Association for review prior to final preparation. The Association will be furnished copies of the completed minutes.

Section 6.2.

The Association representatives shall represent the Association and employees in meeting with officials of the District to discuss appropriate matters of mutual interest.

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ARTICLE VII

HOURS OF WORK AND OVERTIME

Section 7.1. Hours of Work.

The workweek shall consist of five (5) consecutive days, Monday through Friday, followed by two (2) consecutive days of rest, Saturday and Sunday; provided, however, the District may assign an employee to a workweek of any five (5) consecutive days which are followed by two (2) consecutive days of rest. The District will be allowed an exception for bus drivers who drive each day-on routes anywhere from two (2) to six and one-half (6½) hours.

Section 7.2.

Each employee shall be assigned to a definite schedule with designated times of beginning and ending.

Section 7.2.1.

The normal work schedule shall consist of eight and one-half (8-1/2) consecutive hours, for eight (8) hours compensation, including a thirty (30) minute unpaid uninterrupted lunch period as near the middle of the schedule as is practicable.

Section 7.2.2.

Beginning each school year, the District will provide each non-annual employee with a document containing the following:

- A. The school year in which the employee is hired to work.
- B. The number of hours per day the employee will work.
- C. The program or programs, and the FTE of the respective program, which the employee is placed in.

Section 7.3.

In the event an employee is assigned to a schedule other than the normal work schedule previously defined in this article, the employee shall be given a (15) minute rest period during the first four (4) consecutive hours and (15) minutes during the second four (4) hours. If employees work six and one-half (6½) to seven (7) consecutive hours they shall be given a fifteen (15) minute rest period during the first four (4) consecutive hours and ten (10) minutes during the second two and one-half hour (2½) or three (3) hour schedule.

Section 7.3.1.

Employees called back to work for other than scheduled work shall receive a minimum of two (2) hours pay at the employees' regular rate.

Section 7.4.

Employees requested to work a schedule regularly filled by a higher classification employee shall receive compensation equal to that normally received by the employee in the higher classification. If the employee is requested to work in a lower classification the employee will receive their current rate of pay. Employees that fill a higher classification will be paid at step one (1) of the classification, or the next step at which would be an increase to the employee.



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Section 7.5.

The District agrees to comply with WISHA standards with regard to lifting heavy supplies.

Section 7.6.

In the event of an unusual school closure due to inclement weather, plant inoperation, or the like, the District will notify each employee to refrain from coming to work by local media announcement. Employees reporting to work due to District failure to notify them shall receive a minimum of two (2) hours pay at base rate in the event of such a closure; provided, however, no employee shall be entitled to any such compensation in the event of actual notification by the District of the closure prior to leaving home for work.

Section 7.7.

Employees required to attend the “All Staff Workshop”, if it is not already a scheduled workday, will be paid at their hourly rate. Employees must sign the sign-in sheet to verify their attendance and hours worked.

Section 7.8.

Recognizing that personnel in the Transportation classification present special scheduling problems, the following procedures shall be implemented:

- A. The Transportation Supervisor shall establish bus routes with the approval of the Superintendent and the Board.
- B. The Transportation Supervisor shall then establish a schedule to encompass actual route driving time plus fifteen (15) minutes.
- C. Drivers will be paid for actual driving time plus fifteen (15) minutes per day.
- D. If there are thirty (30) or fewer minutes between assignments, the base hourly rate shall continue uninterrupted.

Section 7.8.1. Extra Trips.

All trips other than regular daily scheduled bus routes shall be compensated at the employee's base hourly rate for the duration of the trip; provided, however, that bus drivers shall be subject to the provisions relative to overtime hereinafter provided.

The District will award extra trips to the most senior regular driver(s) with fewer than (40) hours per week, if no regular driver(s) are available, the extra trip would be awarded to a substitute employee(s), if no substitute employees are available or have already worked forty (40) hours per week; regular employees with forty (40) hours or more will be offered the extra trip from the roster board in order of seniority.

All trips shall be posted at least five (5) workdays in advance, except in cases of emergency.

Drivers interested in being considered for extra trips shall place their names on the roster board posted at the beginning of the school year. The roster board will list drivers in order of seniority. Drivers that decline an extra trip that is offered in rotational order shall not be



1 eligible for consideration for subsequent extra trips until their roster position has completed a
2 full cycle of rotation. If a trip is cancelled and the driver is unable to take the extra trip; the
3 driver would not move to the bottom of the rotation until he/she is awarded an extra trip.
4

5 **Section 7.8.2.**

6 Employees substituting as bus drivers during their regular schedule whose regular rate exceeds
7 the bus driver rate, shall receive their regular rate of pay for bus driving.
8

9 **Section 7.9.**

10 The parties agree to abide by all laws relating to drug and alcohol testing in connection with CDL
11 license regulations. Testing will be conducted by the ESD 105 consortium or another outside
12 contractor.
13

14 **Section 7.10. Overtime.**

15 Overtime assignments shall be made in advance by the Superintendent or his/her designee. In cases of
16 emergency where the Superintendent or his/her designee cannot be reached, and overtime work is
17 either unavoidable or required to prevent serious problems, such as safety, loss of security or other
18 imperative conditions, the Superintendent only may approve overtime worked without advance
19 approval.
20

21 **Section 7.10.1.**

22 All hours worked over forty (40) hours per week shall be compensated at the rate of one and
23 one-half (1½) times the employee's base pay.
24

25 If an employee is called out to work on a holiday, he/she shall receive time and one-half (1.5)
26 for each hour worked. All overtime shall be approved by employee's immediate supervisor.
27

28 **Section 7.10.2.**

29 An employee may elect to take compensatory time off in lieu of overtime pay as provided for
30 in the previous subsection. Such compensatory time shall be taken at the rate of one and one-
31 half (1½) hours for each hour of overtime worked, with prior approval for each occurrence by
32 immediate Supervisor.
33

34 **Section 7.11.**

35 Food Service classification employees work year shall be one hundred eighty-three (183) days, three
36 (3) days of which are reserved for kitchen cleaning and inventory.
37

38 **Section 7.12.**

39 Classified employees will receive their regular hourly pay if school opening is delayed or if there is
40 early dismissal.
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ARTICLE VIII
HOLIDAYS AND VACATIONS

Section 8.1. Holidays.

All employees shall receive the following paid holidays that fall within their work year:

- | | |
|---------------------|-----------------------------------|
| 1. New Year's Day | 7. Thanksgiving Day |
| 2. Presidents' Day | 8. Day after Thanksgiving |
| 3. Memorial Day | 9. Day before Christmas |
| 4. Independence Day | 10. Christmas Day |
| 5. Labor Day | 11. Martin Luther King's Birthday |
| 6. Veterans' Day | |

Section 8.1.1. Unworked Holidays.

Consideration will be given to full-time employees wanting to use vacation days before or after paid holidays. Final decision on these requests will be made by the employee's immediate supervisor. Such denial shall be due to a legitimate business necessity for the District.

Section 8.1.2.

It is mutually agreed and understood that all non-annual employees in the bargaining unit shall receive Labor Day as a paid holiday regardless of when school starts.

Section 8.1.3.

Employees are entitled to two (2) unpaid holidays per calendar year for reasons of faith or conscience or for organized activities of a religious denomination, church, or religious organization as per State Law. The District shall allow an employee to take an unpaid holiday unless the employee's absence would impose an undue hardship on the employer or the employee is necessary to maintain public safety. The Office of Financial Management must establish a definition for undue hardship.

Section 8.2. Vacations.

Each full-time employee (2,080 hours) shall receive the following paid vacations each year:

- During the first (1) year of current continuous employment 96 hours (12) days per annum;
- During the (2) second year of current continuous employment 104 hours (13) days per annum;
- During the third (3) and fourth (4) years of current continuous employment 112 hours (14) days per annum;
- During the fifth, (5) sixth, (6) and seventh (7) years of continuous employment 120 hours (15) days per annum;
- During the eighth, (8) ninth (9) and tenth (10) total year of employment 128 hours (16) days per annum;
- During the eleventh (11) year of total employment 136 hours (17) days per annum;



- During the twelfth (12) year of total employment 144 hours (18) days per annum;
- During the thirteenth (13) year of total employment 152 hours (19) days per annum;
- During the fourteenth (14) year of total employment 160 hours (20) days per annum;
- During the fifteenth (15) year of total employment 168 hours (21) days per annum;
- During the sixteenth (16) year of total employment and each year thereafter 176 hours (22) days per annum, as per Board Policy 5411.

Full-time employees may not use any vacation leave until employed for a minimum of six (6) months. Vacation leave must be taken within the twelve (12) month period following the time when vacation was earned, except that a maximum of thirty (30) days may be accumulated and carried over to the following year.

Should an employee be denied vacation to meet the needs of the District, the District will cash-out the employee any days over the thirty (30) day accumulation at full pay on August 31.

When employees separate from service by reason of resignation, layoff, dismissal, retirement, or death they are entitled to a lump sum payment of unused vacation leave. No contributions will be made to an employee's retirement system for accrued vacation leave in excess of thirty (30) days.

Classified employees must schedule vacation with their supervisors at least one (1) week in advance of the first day of vacation leave. Vacation schedules must recognize the operational needs of the District and are subject to the approval of the supervisor. Such denial must be based on legitimate business necessity.

When a situation arises while an employee is on paid vacation leave for which the employee is entitled to other leave (e.g., illness, injury, or death of a relative), the employee shall be granted such leave (in lieu of the approved vacation leave) provided that the employee submits a request within fourteen (14) days after returning to work indicating the type of leave requested and the circumstances requiring the change in leave status.

ARTICLE IX

LEAVE

Section 9.1. Sick Leave.

Each employee shall accumulate one (1) day of sick leave for each calendar month worked; provided, however, that no employee shall accumulate fewer than ten (10) days of sick leave per school year. Sick leave accumulation shall be up to each employee's number of contracted workdays annually; provided, however, sick leave cash out shall be limited to one-hundred-eighty (180) days. The District shall project the number of annual days of sick leave at the beginning of the school year according to

1 the estimated calendar months the employee is to work during that year. The employee shall be
2 entitled to the projected number of days of sick leave at the beginning of the school year. Sick leave
3 benefits shall be paid on the basis of base hourly rate applicable to the employee's normal daily work
4 shift; provided, however, that should an employee's normal daily work shift increase or decrease
5 subsequent to an accumulation of days of sick leave, sick leave benefits will be paid in accordance
6 with his normal daily work shift at the time the sick leave is taken, and the accumulated benefits will
7 be expended on an hourly rather than a daily basis. Sick leave may be used for absences caused by
8 illness, injury, health or medical emergency, maternity or other disability by either an employee and/or
9 family member(s). Should an employee cease employment during the school year, the days of credited
10 sick leave shall be prorated based on the number of days worked in the school year. Employees
11 employed after the beginning of the contract year shall receive a prorated number of sick leave days
12 based on the number of contracted days.

13
14 **Section 9.1.1. Sick Leave Cash Out.**

15 The District will apply the provisions of sick leave cash out as provided by current state law.
16 RCW 28A.400.210.

17
18 **Section 9.2. Emergency And Family Leave.**

19 Emergency leave shall be granted due to a problem that has been suddenly precipitated or is unplanned
20 due to personal or family health/medical reasons, or where preplanning could not relieve the necessity
21 for the employee's absence. Emergency leave shall be deducted from sick leave.

22
23 **Section 9.3. Bereavement Leave.**

24 Up to three (3) days of leave may be granted in the event of a death in the family. Family members
25 include; Employee's spouse, mother, father, son, daughter, sister, brother, mother-in-law, father-in-
26 law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, grandmother, grandfather,
27 grandchildren, step children, step siblings, step-parent, foster parent, foster children, aunt and uncle,
28 niece and or nephews. Employees who have the burden of funeral arrangements or additional
29 hardships may request from the Superintendent two (2) additional days of bereavement leave.

30 Upon request the Superintendent may grant bereavement leave under other circumstances. That leave
31 will be taken out of personal leave or unpaid. Bereavement leave does not accumulate.

32
33
34 **Section 9.4. Maternity/Paternity Leave.**

35 Employees will be entitled to take a leave of absence for childbirth for up-to sixty (60) workdays or as
36 provided by the Family Medical Leave Act and thereafter return to her job under the same uniform
37 terms and conditions as any other employee under sick leave. Female employees shall be allowed to
38 work as long as she is capable of performing the duties of her job and as long as her physician concurs.
39 To be entitled to maternity/paternity leave, an employee shall inform the building administrator in
40 advance of his/her intention to take leave and the approximate time he/she expects to return to work
41 and within thirty (30) days after childbirth shall inform the District of the specific day when he/she will
42 return to work. For normal circumstances, the employee is expected to return within sixty (60) days
43 after childbirth.

1 **Section 9.5. Washington Paid Family and Medical Leave (PFML).**

2 Employees are eligible to apply for Paid Family and Medical Leave (PFML) benefits as allowed by
3 law:

- 4 • The District shall annually notify employees about the benefits available under PFML.
- 5 • Employees that qualify for FMLA may also qualify for PFML. Paid Family and Medical
6 Leave and FMLA can usually run concurrently, since many Paid Family and Medical Leave
7 events also qualify for FMLA.
- 8 • Employees will be required to file a claim for PFML benefits with the Employment Security
9 Division (ESD) at the following email address <https://paidleave.wa.gov/get-ready-to-apply/> all
10 payments will come from the ESD.
- 11 • Employees will be required to contact the Employment Security Guidelines to determine the
12 amount leave available.
- 13 • Employees should go to <https://esd.wa.gov/paid-family-medical-leave/benefits> or
14 www.paidleave.wa.gov for all information pertaining to this leave.
- 15 • District and employees shall pay premium costs as per state law.

16
17 **Section 9.5.1.**

18 To qualify for PFML, employees must work a minimum of eight hundred and twenty (820)
19 hours in employment in Washington State during the qualifying period. Employment Security
20 will determine the employee's eligibility and benefit.

21
22 **Section 9.6. Judicial Leave.**

23
24 **Jury Duty Leave.**

25 Leave shall be granted when an employee is summoned for jury duty in a court of law. Notice of
26 such subpoena and/or litigation shall be given to the District without delay when received. Leave
27 shall be at full pay. In other litigation, the leave shall be deducted from personal, vacation leave or
28 leave without pay, upon approval of the Superintendent.

29
30 **Subpoena/Litigation Leave.**

31 Leave shall be granted when an employee is subpoenaed to appear as a witness in a court of law.
32 Notice of such subpoena and/or litigation shall be given to the District without delay when
33 received. If an employee is to be a witness for the District in litigation involving the District, the
34 leave shall be at full pay. In other litigation, the leave shall be deducted from personal leave,
35 vacation leave or leave without pay upon approval of the superintendent.

36
37 **Section 9.7. Leave of Absence.**

38 Upon recommendation of the Superintendent, and upon approval of the Board of Directors, an
39 employee shall be granted an unpaid leave of absence for a period not to exceed one (1) year; provided,
40 however, if leave is granted due to extended illness, one (1) additional year may be granted.

41
42 **Section 9.7.1.**

43 The returning employee will be assigned to a similar position to that which was occupied
44 before the leave of absence.

1 **Section 9.7.2.**

2 The employee will retain accrued sick leave, vested vacation rights, and seniority rights while
3 on leave of absence. Employee seniority shall not accrue while the employee is on leave of
4 absence.

5
6 **Section 9.7.3.**

7 Employees hired to fill positions of employees on leave of absence will be hired for a specific
8 period of time, during which they shall be subject to all provisions of this Agreement. It shall
9 be the responsibility of the employer to inform replacement employees of these provisions.

10
11 **Section 9.8. Personal Business Leave.**

12 Each school year three (3) days of personal leave shall be granted to all employees. Unused personal
13 days may be accumulated to a total of five (5) days. These days shall be unrestricted wherein no other
14 reason be given other than the word "personal business".

15
16 Employees shall notify the District Payroll Department between June 1 and no later than June 10th in
17 order to be paid on the June 30th pay date. The employee may cash out up to five (5) personal business
18 leave days at full pay, shall employees choose to forego those days off.

19
20 **Section 9.9. Leave Sharing.**

21 Employees shall have the right to transfer voluntarily as many hours as he/she chooses of sick leave
22 each year to another employee who has exhausted his/her sick leave as long as the employee who is
23 donating does not have a leave balance under twenty-two (22) days. This section shall be implemented
24 only at the request of the employee. Additional requirements include RCW-28A.400.380.
25 WAC 392-126-085.

- 26
27
- Only whole day leave segments may be transferred.
 - Once a day is transferred, the transfer is permanent and may never be taken back.
 - Days shall be transferred without reference to the hourly rate of pay earned by either employee.
 - Unused shared leave shall be returned to the employee. If there are multiple donors, the time
31 will be returned back on a prorated basis.
- 32

33 **Section 9.10. General Leave.**

34 Any and all leaves or absences taken during the contract workday, for any length of time, must be
35 documented by the appropriate leave request form, and entered in the electronic attendance tracking
36 system.

37
38
39 **ARTICLE X**

40
41 **PROBATION, SENIORITY, AND LAYOFF PROCEDURES**

42
43 **Section 10.1.**

44 The seniority of an employee within the bargaining unit shall be established as of the date on which the
45 employee began continuous daily employment (hereinafter "hire date") unless such seniority shall be
46 lost as hereinafter provided. Provided further, should two (2) or more employees in the same
47 classification be hired on the same day, seniority shall be determined by the application date. Should
48 the application dates be the same, these employees' seniority shall be determined by lot.

1 **Section 10.2.**

2 Each new hire who works twelve (12) months will remain on probation for a period of one-hundred
3 eighty (180) workdays. Employees working less than twelve (12) months will remain on probation for
4 one-hundred-twenty (120) workdays. An employee will incur one probationary period. Employees
5 that change job classifications will be evaluated after working forty-five (45) calendar days.

6
7 **Section 10.3.**

8 Upon completion of the probationary period, the employee will be subject to all rights and duties
9 contained in this Agreement retroactive to the hire date.

10
11 **Section 10.4.**

12 The seniority rights of an employee shall be lost for the following reasons:

- 13 A. Resignation.
- 14 B. Discharge for justifiable cause.
- 15 C. Retirement or
- 16 D. Change in job classification within the bargaining unit, as hereinafter provided.

17
18 **Section 10.5.**

19 Seniority rights shall not be lost for the following reasons, without limitation:

- 20 A. Time lost by reason of industrial accident, industrial illness, or judicial leave.
- 21 B. Time on leave of absence granted for the purpose of serving in the Armed Forces of the United
22 States.
- 23 C. Time spent on other District authorized leaves of absence or
- 24 D. Time spent on layoff.

25
26 **Section 10.6.**

27 Seniority rights shall be effective within the general job classification. As used in this Agreement,
28 general job classifications are those set forth in Article I, Section 1.3.

29
30 **Section 10.7.**

31 The employee with the earliest hire date shall have preferential rights regarding shift selection,
32 vacation periods and special services including overtime. The employee with the earliest hire date
33 shall have preferential rights regarding promotions, assignment to new or open jobs or positions, and
34 layoffs when ability and performance are substantially equal with junior employees. If the District
35 determines the seniority rights should not govern because a junior employee possesses ability and
36 performance substantially greater than a senior employee or senior employees, the District shall set
37 forth in writing, to the employee or employees and the Association's President, its reasons why the
38 senior employee or employees have been bypassed.

39
40 **Section 10.7.1.**

41 Current employees who apply for open positions within their classification shall not be required
42 to take additional testing.

43
44 **Section 10.8.**

45 Employees who change job classifications within the bargaining unit shall retain their hire dates in the
46 previous classification for a period of one (1) year, notwithstanding that they have acquired a new hire
47 date and a new classification.



1 **Section 10.8.1. Trial Period.**

2 Employees who apply and are awarded a new position outside the employee’s classification
3 shall have a ten (10) workday trial period to return to their former position and classification. A
4 substitute employee may be utilized to replace the employee who changes jobs for a ten (10)
5 workday trial period.

6
7 **Section 10.9.**

8 During the school year, the District shall publicize within the bargaining unit the availability of all
9 open positions within five (5) workdays of the opening. The posting shall be for five (5) workdays
10 before the position is filled.

11
12 Posting of open positions during the summer months shall be publicized for a minimum of ten (10)
13 administrative workdays before being filled. Such position announcements will be posted in the
14 District administration office and will be available for inspection during normal summer work hours.

15
16 Announcements of open positions which become known during the summer months will be mailed to
17 all employees in the bargaining unit who have expressed interest by writing and submitting a letter to
18 the Superintendent no later than the end of the school year.

19
20 All position announcements and/or changes will be mailed to the Association President.
21 Employees applying for open or posted positions outside their classification shall have preferential
22 rights over out-of-District applicants, providing they meet job specifications.

23
24 All positions shall be posted in each building’s office with all the information pertaining to the
25 position, i.e., start and end times as well as wage, hours, and contracted number of days.

26
27 **Section 10.9.1.**

28 When a job is posted, an abbreviated job description for the position must be part of the posting
29 and a salary rate or range shall be posted. If possible, the posting shall list building and grade
30 level of opening.

31
32 **Section 10.9.2.**

33 Any permanent position filled by a substitute employee for more than thirty (30) consecutive
34 days, shall be posted and filled as a temporary position with benefits to protect the return
35 provisions of the employee on leave. The posting shall indicate the length of the temporary
36 position.

37
38 **Section 10.10.**

39 In the event of layoff, employees so affected are to be placed on a reemployment list maintained by the
40 District according to seniority ranking within classification. Such employees are to have priority in
41 filling an opening in the classification held immediately prior to layoff over anyone junior to them.
42 Names shall remain on the reemployment list for two (2) years. Layoffs shall be in reverse order of
43 hiring and shall be subject to the provision of 10.7.

44
45 The District shall send a certified letter or obtain the signature and date of an employee being offered
46 reemployment. If an employee on layoff status rejects an offer of reemployment, or who fails to
47 respond within ten (10) calendar days of the date of the offer, forfeits seniority and all other accrued



1 benefits, including reemployment rights; provided that such employee is offered a position
2 substantially equal in salary, benefits, and general working conditions.

3
4 **Section 10.11.**

5 Employees on layoff status shall file their addresses in writing with the Personnel Office of the District
6 and shall thereafter promptly advise the District in writing of any change of address.

7
8 **Section 10.12.**

9 An employee shall forfeit rights to reemployment as provided in Section 10.10 if the employee does
10 not comply with the requirements of Section 10.11, or if the employee does not respond to the offer of
11 reemployment within ten (10) District Office workdays.

12
13 **Section 10.13.**

14 An employee on layoff status who rejects an offer of reemployment forfeits seniority and all other
15 accrued benefits; provided, that such employee is offered a position substantially equal to that held
16 prior to layoff.

17
18 **Section 10.14.**

19 Positions will be declared open and posted by the District if the position increases more than thirty (30)
20 minutes per day, or more than ten (10) workdays per year. This provision may be waived shall the
21 Association agree.

22
23 **ARTICLE XI**

24
25 **DISCIPLINE AND DISCHARGE OF EMPLOYEES**

26
27 **Section 11.1.**

28 The District shall have the right to discipline or discharge an employee for justifiable cause. The issue
29 of justifiable cause shall be resolved in accordance with the grievance procedure hereinafter provided.
30 If the District has reason to reprimand an employee, it shall be done in a manner which will not
31 embarrass the employee before other employees or the public. The following progression of employee
32 discipline shall generally be followed: verbal warning, written reprimand, suspension, termination.

33
34 **Section 11.2. Notification to Less than Full-Time Employees.**

35 This section is intended to be applicable to those employees whose duties necessarily imply less than
36 twelve (12) months (excluding vacations) work per year.

- 37
38 A. Should the District decide to discharge or lay off any PSE employee, the employee shall be so
39 notified in writing prior to the expiration of the school year.
- 40
41 B. Nothing contained herein shall be construed to prevent the District from discharging an
42 employee for acts of misconduct occurring after the expiration of the school year.
- 43
44 C. Nothing contained in this section shall in any regard limit the operation of other sections of this
45 Article.
- 46
47 D. Except in extraordinary cases, and as otherwise provided in this Article, the District will give
48 employees two (2) weeks' notice of intention to discharge or layoff.

ARTICLE XII

INSURANCE AND RETIREMENT

Section 12.1.

The employer agrees to provide the insurance plans, follow employee eligibility rules and provide funding for all bargaining unit members and their dependents as required by State law, the State Operating Budget, and the School Employees Benefits Board (SEBB). Inclusive of employer funding will be payment of the retiree carve-out for all eligible employees.

The parties acknowledge that all previous provisions regarding employee health care coverage sunsets with the implementation of the SEBB. The parties also acknowledge that there will continue to be unanticipated impacts as SEBB is implemented. The parties agree to meet and confer about the impacts of the implementation of SEBB through Labor Management.

Eligibility

- SEBB health care plans are available for individual employees who work a minimum of six hundred-thirty (630) hours or are anticipated to work six hundred-thirty (630) hours or more per SEBB eligibility in a year.

Programs

The regionally accessible health care programs provided by SEBB carriers will be available to employees and will include:

Mandatory Premium paid 100% by District

- Vision
- Dental
- Basic Life
- Basic Long-Term Disability
- Basic AD&D Insurance
Optional
- SEBB Medical Plans

Other Benefits

Flexible Spending Arrangement, Health Savings Accounts, Dependent Care Assistance, and other voluntary employee paid SEBB programs will be available to employees under terms as determined by SEBB. The District will provide access to an Employee Assistance Program at no cost to the employee. Other Non-SEBB programs are available to employees but are not funded from the amount provided by the District.

The District and Association will mutually determine non-SEBB voluntary plans. These plans may not be implemented without prior written agreement of the District and Association. A list of the programs eligible for payroll deduction will be available at the District Office.

Section 12.2.

The District shall provide mandatory insurance protection for employees per RCW 28A.400.370.

1 **Section 12.3.**

2 The District shall make required contributions for Industrial Insurance on behalf of all employees
3 subject to this Agreement to ESD 105 workers' compensation revolving fund.
4

5 **Section 12.4.**

6 In determining whether an employee subject to this Agreement is eligible for participation in the
7 Washington State School Employees Retirement System, the District shall report all hours worked,
8 whether straight time, overtime, or otherwise.
9

10 **Section 12.5.**

11 All employees subject to this Agreement shall be entitled to participate in a tax shelter annuity plan
12 made available by Granger School District. On receipt of a written authorization by an employee, the
13 District shall make the requisite withholding adjustments and deductions from the employee's salary.
14

15 **Section 12.6.**

16 If the state changes its methodology for funding insurance benefits, this section will automatically be
17 opened for renegotiations.
18

19 **Section 12.7.**

20 The District agrees to offer the current Section 125 Plan. Any expansion to the current plan will be at
21 the PSE employee's expense.
22
23
24
25

26 **ARTICLE XIII**

27 **PROFESSIONAL DEVELOPMENT AND TRAINING**

28
29
30 **Section 13.1.**

31 Employees required by the District or the State to attend training courses as a condition of
32 employment, shall be compensated for approved expenses. This will also include requested courses or
33 workshops, sanctioned by the District that the employee might attend for professional improvement.
34

35 **Section 13.2. Minimum Employment Requirements for Paraeducators.**

36 Paraeducators will be defined as a Classified Public School or School District Employee who works
37 under the supervision of a certified or licensed staff member, from Kindergarten to 12th grade to
38 support and assist in providing instructional and other services to students and their families, including
39 Library Assistant. (WAC 179-01-020).
40

41 Effective September 1, 2019, all Paraeducators must meet the following minimum requirements per
42 RCW 28A.413.040:

- 43 1. Be at least eighteen (18) year of age and hold a high school diploma or its equivalent; and
- 44 2. (a) Have received a passing grade on the education testing service Paraeducator assessment; or
- 45 (b) Hold an associate of arts degree; or
- 46 (c) Have earned seventy-two (72) quarter credits or forty-eight (48) semester credits at an
- 47 institution or higher education; or
- 48 (d) Have completed a registered apprenticeship program.



1
2 **Section 13.3. Paraeducator Fundamental Course of Study**

3 The District will provide training for Paraeducators to implement the Fundamental Course of Study
4 required by RCW 28A.413.060.

5
6 The District must fund this provision only in years for which state funding is appropriated specifically
7 for the purposes of this Section and only for the number of days or hours of training that are funded by
8 the appropriation. Additional training beyond what is funded by the appropriation may be provided
9 subject to availability of other funding sources.

10
11 Each employee shall be paid his or her current hourly rate of pay for all required trainings.

12
13 **Section 13.4.**

14 Food service employees will be paid for the day attending conferences. The District will pay for
15 expenses related to the conference including lodging, registration, meals and mileage.

16
17 **Section 13.5.**

18 All paraeducators will receive de-fusion/de-escalation training. Secretaries who work in situations
19 where students may need de-escalation may also request this training.

20
21 Employees with a safety concern will notify their supervisor. If the concern is not resolved, the
22 concern will be taken to the building labor management. The employee and their union representative
23 will be allowed time during the workday to attend. If the concern cannot be solved through building
24 labor management, it will proceed to the district labor management with the Superintendent and the
25 Union.

26
27
28 **ARTICLE XIV**

29
30 **DUES DEDUCTIONS AND MEMBERSHIP**

31
32 **Section 14.1.**

33 All members of the bargaining unit shall, as a condition of employment, be a member of the
34 Association. The District agrees to accept dues authorizations through written documentation, voice
35 authorization or by E-signature in accordance with "E-SIGN". PSE will provide a list of those
36 members who have agreed to union membership via voice authorization. In addition, upon request,
37 access to the District to the .wav files associated with the voice authorization. PSE will be the
38 custodian of the records related to dues authorizations.

39
40 PSE agrees that, as the custodian of the records, it has the responsibility to ensure the accuracy and
41 safe keeping of those records. Shall an employee elect to revoke their membership, such membership
42 must be revoked through the Union.

43
44 **Section 14.2.**

45 The District shall transmit the dues to the Treasurer of the Association each pay period. Included with
46 the dues, on or before the 15th of November, a report will be given identifying each employee by name,
47 position, date of hire, salary.

1 **Section 14.3. Political Action Committee.**

2 The District shall, upon receipt of authorization via: a written notification, voice authorization or by E-
3 signature in accordance with “E-SIGN” that conforms to legal requirements, deduct from the pay of
4 such bargaining unit employee the amount of contribution the employee voluntarily chooses for
5 deduction for political purposes and shall transmit the same to the Union on a check separate from the
6 Union dues transmittal check. The employee may revoke the request at any time. At least annually, the
7 employee shall be notified about the right to revoke the request by the Public School Employees of
8 Washington/SEIU Local 1948.

9
10
11
12 **ARTICLE XV**

13
14 **GRIEVANCE PROCEDURE**

15
16 **Section 15.1.**

17 Grievances or complaints arising between the District and its employees within the bargaining unit
18 defined in Article I herein, with respect to matters dealing with the interpretation or application of the
19 Terms and Conditions of this Agreement, shall be resolved in strict compliance with this Article.

20
21 Upon mutual agreement between the District and the Grievant, timelines may be held in abeyance
22 during all steps of grievance process.

23
24 **Section 15.2. Grievance Steps.**

25 For this section workdays refers to days the District Administration Office is open for business.
26 Timelines may be extended shall both parties agree in writing. *Winter break, spring break and summer*
27 *break for less than twelve (12) month employees shall not be considered as workdays.*

28
29 **Section 15.2.1. STEP ONE - Informal - IMMEDIATE SUPERVISOR.**

30 The employee shall have a verbal meeting to discuss the grievance with his/her immediate
31 supervisor. If the employee wishes, he/she may be accompanied by an Association
32 representative at such discussion. All grievances not brought to the immediate supervisor
33 within thirty (30) workdays of the occurrence of the grievance shall be invalid and subject to no
34 further processing. Management shall identify the immediate supervisor for all classifications
35 within the bargaining unit. Once the informal meeting has been requested the Immediate
36 Supervisor has ten (10) workdays to meet with the employee and remedy the grievance.

37 The Immediate Supervisor shall respond within ten (10) workdays of the verbal meeting. If an
38 agreeable disposition is made, all parties to the grievance shall sign it.

39
40 **Section 15.2.2. STEP TWO - Written - IMMEDIATE SUPERVISOR.**

41 If no settlement has been reached, the employee shall submit a written statement of grievance
42 to the Immediate Supervisor for consideration and shall submit a copy to the official in the
43 Administration responsible for personnel. The parties will have ten (10) workdays from
44 submission of the written statement of grievance to resolve it by indicating on the statement of
45 grievance the disposition. If an agreeable disposition is made, all parties to the grievance shall
46 sign it.

1 **Section 15.2.3. STEP THREE - SUPERINTENDENT OR DESIGNEE.**

2 If no settlement has been reached within the ten (10) workdays, a written statement of
3 grievance shall be submitted within fifteen (15) workdays to the District Superintendent or the
4 Superintendent's designee. After such submission, the parties will have ten (10) workdays from
5 submission of the written statement of grievance to resolve it by indicating on the statement of
6 grievance the disposition. If an agreeable disposition is made, all parties to the grievance shall
7 sign it.

8
9 **Section 15.2.4. STEP FOUR - SCHOOL BOARD.**

10 If no settlement has been reached within the ten (10) workdays referred to in the preceding
11 subsection, and the Association believes the grievance to be valid, a written statement of
12 grievance shall be submitted within fifteen (15) workdays to the District Board of Directors.
13 The employee reserves the right to appear before the Board of Directors to explain the
14 grievance. At any appearance before the Board of Directors, the employee may be
15 accompanied by an Association representative or designee. The Board shall render its decision
16 within ten (10) workdays.

17
18 **Section 15.2.5. STEP FIVE - AAA ARBITRATION.**

19 If the grievant is not satisfied with the disposition of his/her grievance in the preceding
20 subsection, the grievant may request in writing that the Association submit his/her grievance to
21 final and binding arbitration. If the Association determines that the grievance involves the
22 interpretation, meaning or application of any of the provisions of this contract, it may be
23 written notice to the Superintendent within fifteen (15) workdays after receipt of the request
24 from the grievant(s), submit the grievance to final and binding arbitration. If any question
25 arises as to arbitrability, such question will first be ruled upon by the arbitrator selected to hear
26 the grievance.

27
28 Within ten (10) workdays after such written notice of submission to arbitration, the
29 Superintendent and the Association President or his/her designee will attempt to agree upon a
30 mutually acceptable arbitrator and to obtain a commitment from such arbitrator to serve. If the
31 parties are unable to agree upon an arbitrator or to obtain such a commitment within the ten
32 (10) workday period, a request for a list of arbitrators may be made to the American Arbitration
33 Association by either party. Unless either party, to the arbitration elects to proceed under the
34 Voluntary Labor Arbitration Rules of the American Arbitration Association, the arbitration
35 shall proceed as prescribed herein.

36
37 The arbitration shall be conducted in accordance with the Expedited Labor Arbitration Rules of
38 the American Arbitration Association, except rules two, five and six shall not be applicable to
39 this contract.

40
41 The arbitrator will be without power of authority to make any decision which requires the
42 commission of an act prohibited by law or which is violative of the terms of this contract. The
43 arbitrator shall have no power to alter, add to, or subtract from the terms of this contract
44 between the District and the Association. Upon the request of party, the merits of a grievance
45 and the substantive and procedure arbitrability of issues arising in connection with the
46 grievance may be consolidated for hearing before the arbitrator.

1 During the arbitration under this subsection, neither the District nor the Association will be
2 permitted to assert any grounds not previously disclosed to the other party at Step Three.

3
4 The decision of the arbitrator will be submitted to the Board and the Association and will be
5 final and binding upon the parties.

6
7 The costs for the services of the arbitrator, including per diem expenses, if any and his/her
8 travel and subsistence expenses and the cost of any hearing will be borne equally by the Board
9 and the Association. All other costs will be borne by the party incurring them.

12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48

ARTICLE XVI

TRANSFER OF PREVIOUS EXPERIENCE

Section 16.1.

Employees transferring between Public School Districts within Washington will be granted longevity credit according to State Law. Seniority rights will not be transferred from other employers.

Section 16.2.

Newly hired employees may be granted longevity credit (salary step placement other than Step One) for applicable experience. In the event that such step placement is considered, the Administration will consult with the local Association regarding the justification of said placement. Seniority will not be granted to new hires. Seniority must accrue within Granger PSE.

ARTICLE XVII

SALARIES AND EMPLOYEE COMPENSATION

Section 17.1.

Employees shall be compensated in accordance with the provisions of this Agreement for all hours worked.

Section 17.2.

Salaries for employees subject to this Agreement, during the term of this Agreement, are contained in Schedule A attached hereto and by this reference incorporated herein. Schedule A is opened annually for negotiations, shall any changes incur to Schedule A they will be amended and attached.

Section 17.2.1.

Should the date of execution of this Agreement be subsequent to the effective date, salaries, including overtime, shall be retroactive to the effective date.

Section 17.2.2.

Retroactive pay will be paid as soon as possible after a negotiation's agreement is ratified.

1 **Section 17.2.3.**

2 Incremental steps, where applicable and granted, shall take effect on the anniversary date of
3 employment of each year.

4
5 **Section 17.2.4.**

6 Any employee who changes job positions or classifications shall receive full longevity credit
7 regarding step placement on Schedule A.

8
9 **Section 17.2.5.**

10 For Para-Educator salary enhancement, all credits must be from an accredited community
11 college, four (4) year college or a university and must be one hundred (100) level or above
12 classes that are approved by that college or university.

13
14 **Section 17.3.**

15 Any employee required to travel from one site to another in a private vehicle during working hours
16 shall be reimbursed for such travel on a per-mile basis at the prevailing District rate.

17
18 **Section 17.4.**

19 Employees required to remain overnight on District business shall be reimbursed for room and board
20 expenditures.

21
22 **Section 17.5.**

23 Physicals that are required for employment will be paid for by the School District. The District will
24 arrange for the physicals.

25
26 **Section 17.6.**

27 Employees hired by the District to drive school buses will purchase the initial learning permit.
28 Thereafter, the District will fund the new commercial driver's license testing program required for
29 school bus drivers.

30
31 **Section 17.7**

32 If the District creates a new job classification, not previously covered in a salary schedule, or alters any
33 job description the administration will consult with PSE prior to job posting.

34
35 **Section 17.8. Longevity Steps.**

36 Employees working within the Granger School District shall receive the following increase on the
37 employee's anniversary date on the: 15th, 20th, 25th and 40th anniversary:

- 38
39 • 15th year of service an additional 1.5% of Step 4
40 • 20th year of service an additional 3% of Step 4
41 • 25th year of service an additional 4.5% of Step 4
42 • 30th year of service an additional 5.0% of Step 4
43 • 40th year of service an additional 6% of Step 4
44

45 **Section 17.9.**

46 The District will work with employees that have had an error in their salary amount which results in
47 under payment and will address the issue in a timely manner. In the event of an over payment, the

1 employee/employer will notify the payroll department as soon as possible to develop a payment plan.
2 The District will work with the employee to avoid a hardship during the repayment plan.

3
4 **Section 17.10.**

5 Employees will receive their regular rate of pay for Field Trips during the workday.

6
7 **Section 17.11.**

8 Employees working in the Maintenance and Custodial classification shall receive up to fifty dollars
9 (\$50.00) every school year for work related boots. Work boots must meet OSHA standards.
10 Employees shall submit an original itemized receipt for reimbursement. Shoes purchased and provided
11 by the District shall be worn by the employee during their shift or while on duty. Reimbursement must
12 be in by January of each calendar year.

13
14 **Section 17.12.**

15 Beginning in the spring of 2021 paraeducators who are directed by their Building Principal or
16 Supervisor to provide translation services will be paid an additional twenty-five cents (\$.25) per hour
17 when translation for the following activities.

18
19 Semi-Annual Parent /Teacher Conferences: twenty-five cents (\$.25) per hour.

20
21 **Section 17.13.**

22 Self-contained paraprofessionals shall receive an additional twenty-five cents (\$.25) per hour above
23 their current rate of pay for those that are required to assist students with personal hygiene (toileting).

24
25
26
27 **ARTICLE XVIII**

28
29 **TERM AND SEPARABILITY OF PROVISIONS**

30
31 **Section 18.1.**

32 The term of this Agreement shall be September 1, 2020 through August 31, 2022.

33
34 **Section 18.1.1. Schedule A.**

35 The state flow-through percentage rate will be applied to each step of the salary schedule on
36 September 1 of each contract year.

37
38 **Section 18.2.**

39 All provisions of this Agreement shall be applicable to the entire term of this Agreement
40 notwithstanding its execution date, except as provided in the following section.

41
42 **Section 18.3.**

43 This Agreement may be reopened and modified at any time during its term upon mutual consent of the
44 parties in writing; provided however, annually to renegotiate Schedule A, fringe benefits and provided
45 further; that this Agreement shall be reopened as necessary to consider the impact of any legislation
46 enacted following execution of this Agreement which may arguably affect the terms and conditions
47 herein or create authority to alter personnel practices in public employment.

1 **Section 18.3.1.**

2 The bargaining unit shall present a proposed preliminary successor agreement to the Board no
3 later than April 30th. In years where the legislature is still in session after April 30th, the
4 timelimes shall be waived; this does not negate the act that either party may at any time request
5 that timelimes be held in abeyance should both parties agree.
6

7 **Section 18.4.**

8 If any provision of this Agreement or the application of any such provision is held invalid, the
9 remainder of this Agreement shall not be affected thereby.
10

11 **Section 18.5.**

12 Neither party shall be compelled to comply with any provision of this Agreement which conflicts with
13 state or federal statutes or regulations promulgated pursuant thereto.
14

15 **Section 18.6.**

16 In the event either of the two (2) previous sections is determined to apply to any provision of this
17 Agreement, such provision shall be renegotiated pursuant to Section 18.3.
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26 **SIGNATURE PAGE**
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36 PUBLIC SCHOOL EMPLOYEES OF
37 WASHINGTON / SEIU LOCAL 1948

38 GRANGER CHAPTER

39
40
41 BY: *Stephanie Bennett*
42
43 Stephanie Bennett, Chapter President
44

GRANGER SCHOOL DISTRICT #204

45 BY: *Brian P. Hart*
46
47 Brian Hart, Superintendent
48

DATE: 07-20-2021

BY: 7-28-2021



Granger PSE Schedule A
September 1, 2020 – August 31, 2021

	STEP 1	STEP 2	STEP 3	STEP 4	1.50%	3.00%	4.50%	5.00%	6.00%
	YEAR 1	YEAR 2-5	YEARS 6-10	YEARS 11-14	YEARS 15-19	YEARS 20-24	YEARS 25-29	YEARS 30-39	YEARS 40+
MAINTENANCE									
Maintenance	22.48	24.03	24.72	25.43	25.81	26.19	26.57	26.70	26.95
Custodial/Maintenance	21.53	23.03	23.69	24.37	24.73	25.10	25.46	25.59	25.83
CUSTODIAL									
Custodian	19.87	20.47	21.04	21.64	21.97	22.29	22.62	22.73	22.94
Event Custodian	19.87	20.47	21.04	21.64	21.97	22.29	22.62	22.73	22.94
Custodian/Bus Driver	22.11	22.84	23.50	24.17	24.53	24.90	25.26	25.38	25.62
PARA EDUCATORS									
Bus Aide	16.99	17.57	18.07	18.58	18.86	19.14	19.42	19.51	19.70
Health Room Assistant	17.61	18.18	18.69	19.23	19.52	19.80	20.09	20.19	20.38
Early Childhood Recruiter	19.76	20.59	21.19	21.79	22.11	22.44	22.77	22.88	23.09
Home Liaison	20.32	21.19	21.79	22.42	22.76	23.09	23.43	23.54	23.76
ECEAP Teacher/Early Childhood Instructional Coach	20.42	21.25	21.85	22.48	22.82	23.16	23.49	23.60	23.83
Speech/Language Path. Asst.	21.77	22.58	23.24	23.90	24.26	24.62	24.97	25.09	25.33
Vision Impaired Specialist	21.77	22.58	23.24	23.90	24.26	24.62	24.97	25.09	25.33
Hearing Impaired Specialist	21.77	22.58	23.24	23.90	24.26	24.62	24.97	25.09	25.33
Para Educators:									
*Quarter Credit Hours of College Work									
0	16.99	17.57	18.07	18.58	18.86	19.14	19.42	19.51	19.70
15	17.11	17.73	18.23	18.75	19.03	19.31	19.59	19.68	19.87
30	17.26	17.87	18.38	18.91	19.19	19.48	19.76	19.86	20.05
45	17.43	18.03	18.54	19.07	19.36	19.65	19.93	20.03	20.22
60	17.63	18.23	18.74	19.27	19.56	19.85	20.13	20.23	20.42
75	17.73	18.29	18.82	19.35	19.64	19.93	20.22	20.32	20.51
90	17.88	18.51	19.03	19.57	19.87	20.16	20.45	20.55	20.75
105	18.04	18.62	19.15	19.69	19.98	20.28	20.57	20.67	20.87
120	18.23	18.83	19.36	19.91	20.21	20.51	20.81	20.91	21.11
135	18.33	18.93	19.46	20.02	20.32	20.62	20.92	21.02	21.22
150	18.52	19.16	19.69	20.26	20.56	20.86	21.17	21.27	21.47
165	18.60	19.28	19.83	20.38	20.69	20.99	21.30	21.40	21.60
180	18.81	19.40	19.94	20.51	20.82	21.13	21.44	21.54	21.74
TRANSPORTATION									
Head Mechanic/Transportation	25.71	26.42	27.17	27.96	28.38	28.80	29.22	29.36	29.64
Mechanic/Bus Driver	23.72	24.37	25.07	25.81	26.19	26.58	26.97	27.10	27.35
Bus Driver	22.11	22.84	23.50	24.17	24.53	24.90	25.26	25.38	25.62
Bus Driver/Asst. Maintenance/Custodian	22.11	22.84	23.50	24.17	24.53	24.90	25.26	25.38	25.62
Bus Driver/Mail Room/Bus Garage	22.11	22.84	23.50	24.17	24.53	24.90	25.26	25.38	25.62
FOOD SERVICE									
Head Cook	18.87	19.46	20.01	20.58	20.89	21.20	21.51	21.61	21.82
Assistant Cook	17.90	18.52	19.06	19.59	19.89	20.18	20.48	20.57	20.77
Accu-Scan/Assistant Cook	18.44	19.06	19.60	20.17	20.47	20.77	21.07	21.17	21.38
Dish Washer	17.45	18.06	18.57	19.10	19.39	19.68	19.96	20.06	20.25
Food Services Assistant	17.45	18.06	18.57	19.10	19.39	19.68	19.96	20.06	20.25
ECEAP Food Assistant	17.45	18.06	18.57	19.10	19.39	19.68	19.96	20.06	20.25
SECRETARIAL									
Principal's/Sp. Ed. Director's Secretary	21.36	21.84	22.46	23.11	23.46	23.81	24.15	24.27	24.50
Migrant Clerk/Bldg Secretary/ECEAP Secretary	20.03	20.87	21.47	22.08	22.41	22.75	23.08	23.19	23.41
Project Secretary	19.61	20.24	20.82	21.41	21.73	22.05	22.37	22.48	22.69
Lunch Accountant	18.83	19.60	20.17	20.74	21.05	21.36	21.67	21.77	21.98
File Clerk	17.34	18.05	18.56	19.09	19.38	19.67	19.95	20.05	20.24
TECHNOLOGY									
Technology Assistant	22.91	24.34	25.04	25.76	26.14	26.53	26.91	27.04	27.30



1 LETTER OF AGREEMENT

2
3 THIS LETTER OF AGREEMENT SETS FORTH THE FOLLOWING AGREEMENT BETWEEN
4 PUBLIC SCHOOL EMPLOYEES OF WASHINGTON/SEIU LOCAL 1948 GRANGER CHAPTER
5 AND THE GRANGER SCHOOL DISTRICT #204 PURSUANT TO ARTICLE XVIII, SECTION 18.3
6 OF THE CURRENT COLLECTIVE BARGAINING AGREEMENT.

7
8
9
10 Current employees working as Bus Drivers and Custodians will begin earning seniority in the
11 Transportation classification effectively September 1, 2017.

12
13
14 Said employees Joel Godina, Jose Zesati and Patricia Guerra will have the seniority date of September
15 1, 2017, in the Transportation Classification and will retain their original seniority date in the Custodial
16 Classification. Per Section 10.1. of the Collective Bargaining Agreement, the seniority tie shall be
17 adhered to in order to determine proper seniority.

18
19
20 The intent would be that employees who work in more than one (1) job classification shall have the right
21 to seniority within the job classification they begin continuous daily employment.

22
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31
32 This Letter of Agreement shall be in effect September 1, 2020, shall remain in effect until August 31,
33 2022, and is attached to the current Collective Bargaining Agreement.

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37 PUBLIC SCHOOL EMPLOYEES OF
38 WASHINGTON/SEIU LOCAL 1948

39 GRANGER CHAPTER

40
41 BY: *S. Bennett*
42
43
44 Stephanie Bennett, Chapter President

45
46 DATE: 07-20-2021

GRANGER SCHOOL DISTRICT #204

47 BY: *Brian P. Hart*
48
49
50 Brian Hart, Superintendent

DATE: 7-28-2021



1 LETTER OF AGREEMENT

2
3 THIS LETTER OF AGREEMENT SETS FORTH THE FOLLOWING AGREEMENT BETWEEN
4 PUBLIC SCHOOL EMPLOYEES OF WASHINGTON/SEIU LOCAL 1948 GRANGER CHAPTER
5 AND THE GRANGER SCHOOL DISTRICT #204 PURSUANT TO ARTICLE XVIII, SECTION 18.3
6 OF THE CURRENT COLLECTIVE BARGAINING AGREEMENT.
7
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11

12 The District will pay a flat \$150 bonus to all employees, regardless of FTE, who have been
13 continuously employed from the first day of school up until a hiring date before Dec 31, 2020. Any
14 employee who started employment after January 1, 2021, will receive \$75.; and any employee who
15 changed to a non-union position after the start of the school year will also only receive a sum of \$75.
16
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31 This Letter of Agreement shall be in effect September 1, 2020, shall remain in effect until August 31,
32 2022, and is attached to the current Collective Bargaining Agreement.
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36 PUBLIC SCHOOL EMPLOYEES OF
37 WASHINGTON/SEIU LOCAL 1948

38 GRANGER CHAPTER

GRANGER SCHOOL DISTRICT #204

39
40
41 BY: Stephanie Bennett
42
43 Stephanie Bennett, Chapter President
44

BY: Brian P. Hart
Brian Hart, Superintendent

45
46 DATE: 07-20-2021
47
48

DATE: 7-28-2021



LETTER OF AGREEMENT

THIS LETTER OF AGREEMENT SETS FORTH THE FOLLOWING AGREEMENT BETWEEN PUBLIC SCHOOL EMPLOYEES OF WASHINGTON/SEIU LOCAL 1948 GRANGER CHAPTER AND THE GRANGER SCHOOL DISTRICT #204 PURSUANT TO ARTICLE XVIII, SECTION 18.3 OF THE CURRENT COLLECTIVE BARGAINING AGREEMENT.

The parties agree to the following:

Salary committee:

- I. Upon ratification of the contract, the parties will form a committee to discuss the balanced schedule. The committee will be made up of no more than five (5) members from the Association and five (5) members from the District. Each party will choose who will be their representatives on the committee.
- II. Since this issue will ultimately come to the bargaining table, the District respectfully proposes that no more than two (2) members of each bargaining team be part of the committee. If the parties are unable to find others to be part of the committee, more members of the bargaining teams may need to be part of the process.
- III. The committee will make a recommendation no later than June 17, 2021. If no majority recommendation is reached by that time, the parties will report the work of the committee, including a list of pros and cons to their respective bargaining teams.
- IV. The District will try and schedule meetings on workdays, if this time is outside the employee's workday, the District will pay the employee for their time at the employee's regular rate of pay. Such time will not commence on weekends.

2021-2022

Open for limited bargaining as below:

- I. Salary schedule, both structure and percentage increases.
 - a. Sections 17.8, 18.1 and 18.1.1. or any other section related to salary that may need to be modified based a on a restructured Schedule A for 2021-2022 as agreed upon between the parties and if the revised Schedule A contradicts existing Sections as above. Such modifications shall be subject to the bargaining process.

This Letter of Agreement shall be in effect September 1, 2020, signature and shall remain in effect until August 31, 2022, and is attached to the current Collective Bargaining Agreement.

PUBLIC SCHOOL EMPLOYEES
OF WASHINGTON/SEIU LOCAL 1948

GRANGER CHAPTER

BY: Stephanie Bennett
Stephanie Bennett, Chapter President

DATE: 07-20-2021

GRANGER SCHOOL DISTRICT #204

BY: Brian P. Hart
Brian Hart, Superintendent

DATE: 7-28-2021



Granger School District	Classified Personnel Performance Evaluation
----------------------------	---

Employee's Name: _____

Position: _____

Location: _____

_____ 90 Day Probationary Evaluation

_____ Annual Evaluation

CATEGORIES	Meets Expectations	Needs Improvement	Unsatisfactory
Attendance Demonstrated adherence to assigned days of work.			
Punctuality Demonstrated adherence to assigned hours of work.			
Competency in Skills Demonstrated knowledge and/or skills required to perform work.			
Initiative / Follow Through Demonstrated resourcefulness in the completion of required work.			
Interpersonal Skills Demonstrated ability to communicate positively & objectively relating to students, staff and the public for example: Cooperation, confidentiality, professionalism, courtesy and sensitivity to others.			
Organizing and Planning Demonstrated skill in utilizing time; ability to arrange and prioritize work.			
Quality of Work Demonstrated accuracy and thoroughness.			
Quantity of Work Demonstrated productivity and/or completion of required work.			
Overall Evaluation This should be your judgment of employee's total performance and not an average of the above evaluation on individual factor performance.			

If "Needs Improvement" and/or "Unsatisfactory" are marked, an improvement plan will be developed.

Evaluator's Comments:

Employee's Goals for Next Year:

EMPLOYEE REVIEW

I have discussed this performance evaluation with the employee

Evaluator's Signature

Date

My principal/supervisor has explained the reason for this rating. My signature does not necessarily indicate agreement.

Employee's Signature

Date

Employees may attach comments within ten (10) workdays after receiving the evaluation.

****Do you recommend that this probationary employee continue in his/her present position?**

YES _____

NO _____

WITH RESERVATIONS _____



1 LETTER OF AGREEMENT

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3 THIS LETTER OF AGREEMENT SETS FORTH THE FOLLOWING AGREEMENT BETWEEN
4 THE PUBLIC SCHOOL EMPLOYEES OF WASHINGTON / SEIU LOCAL 1948, GRANGER
5 CHAPTER AND THE GRANGER SCHOOL DISTRICT #204 PURSUANT TO ARTICLE XVIII,
6 SECTION 18.3. OF THE CURRENT COLLECTIVE BARGAINING AGREEMENT.

7
8 The parties agree to the following:

- 9
10 1. "Balanced Schedule A" for 2021-2022 includes a two (2%) increase and is amended and
11 attached.
12
13 2. "Grandfathered Schedule A" for 2021-2022 includes a two percent (2%) increase and is amended
14 and attached.
15
16 3. The District will "Grandfather" six (6) employees who are negatively impacted by the new
17 balanced Schedule A. These six (6) employees will receive compensation of two percent (2%) for
18 the 2021-2022 school year based off the "Grandfathered Schedule A" see below:
19
20 • Refugio Cardenas will be paid at \$24.86, although upon his anniversary date he will move
21 to the balanced schedule with his years of service. Refugio's hourly wages will move to
22 step 5 at \$25.03.
23 • Naila Duval will be paid at \$21.29
24 • Joel Godina will be paid \$24.86
25 • Anissa Gonzalez will be paid \$21.29
26 • Jesus Guzman Jr. will be paid at \$24.86, although upon his anniversary date he will move
27 to the balanced schedule with his years of service. Jesus's hourly wages will move to step 5
28 at \$25.03.
29 • Guadalupe Maria Lemus will be paid \$21.68 not \$21.55.

30
31 Once a Grandfathered employee moves to the new balanced schedule, they are no longer
32 Grandfathered on the previous Schedule A.

33
34 For the 2022-2023 school year the remaining grandfathered employees shall receive a two
35 percent (2%) increase or IPD whichever is greater based off the previous Grandfathered Schedule
36 A. These six (6) grandfathered employees will continue to receive the negotiated percent
37 increases as negotiated until they move up a step and join the new Balanced Schedule. The
38 district will meet individually with these employees to explain and answer any questions
39 regarding this impact

- 40
41 4. The district agrees to add (2) two additional personal days for the 2021-22 school year only, for
42 all employees hired on or prior to September 1, 2021. These two (2) personal leave days must be
43 used and cannot be cashed out or carried over no later than the last day of school for less than 12-
44 month employees and July 30, 2022, for 12-month employees.



- 1 5. In 2022-2023 each Schedule A will have a two percent (2%) increase or IPD, whichever is
2 greater.
- 3
- 4 6. The contract and all Letter of Agreements, Memorandum of Understandings and Addendums that
5 were set to expire on August 31, 2022 will be extended to August 31, 2023.
- 6
- 7 7. Section 17.8. Longevity, will only be applicable to the "Grandfathered Schedule A."
- 8
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23 This Letter of Agreement shall be effective September 1, 2021 and shall remain in effect until August
24 31, 2023 and shall be attached to the current Collective Bargaining Agreement.

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35 PUBLIC SCHOOL EMPLOYEES OF
36 WASHINGTON / SEIU LOCAL 1948

37 GRANGER CHAPTER

38
39
40 BY: Stephanie Bennett
41
42 Stephanie Bennett, Chapter President

GRANGER SCHOOL DISTRICT #204

43
44 BY: Brian P. Hart
45
46 Brian Hart, Superintendent

47
DATE: 10/12/21

DATE: 10/12/2021



Balanced Schedule A
Granger PSE
September 1, 2021 – August 31, 2022

Balanced Schedule 2021-2022	2021-2022	2021-2022	2021-2022	2021-2022	2021-2022	2021-2022	2021-2022	2021-2022	2021-2022	2021-2022
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	
	YEAR 1	YEAR 2-5	YEARS 6-10	YEARS 11-14	YEARS 15-19	YEARS 20-24	YEARS 25-29	YEARS 30-39	YEARS 40+	
MAINTENANCE										
Maintenance	\$ 22.93	\$ 23.73	\$ 24.53	\$ 25.33	\$ 26.14	\$ 26.94	\$ 27.74	\$ 28.54	\$ 29.35	
Custodial/Maintenance	\$ 21.96	\$ 22.73	\$ 23.49	\$ 24.26	\$ 25.03	\$ 25.80	\$ 26.57	\$ 27.34	\$ 28.11	
CUSTODIAL										
Custodian	\$ 20.26	\$ 20.97	\$ 21.68	\$ 22.39	\$ 23.10	\$ 23.81	\$ 24.52	\$ 25.23	\$ 25.94	
Event Custodian	\$ 20.26	\$ 20.97	\$ 21.68	\$ 22.39	\$ 23.10	\$ 23.81	\$ 24.52	\$ 25.23	\$ 25.94	
Custodian/Bus Driver	\$ 22.55	\$ 23.34	\$ 24.13	\$ 24.92	\$ 25.71	\$ 26.50	\$ 27.29	\$ 28.08	\$ 28.87	
PARA EDUCATORS										
Bus Aide	\$ 17.33	\$ 17.94	\$ 18.55	\$ 19.15	\$ 19.76	\$ 20.37	\$ 20.97	\$ 21.58	\$ 22.19	
Health Room Assistant	\$ 17.95	\$ 18.58	\$ 19.21	\$ 19.84	\$ 20.47	\$ 21.10	\$ 21.72	\$ 22.35	\$ 22.98	
Early Childhood Recruiter	\$ 20.15	\$ 20.85	\$ 21.56	\$ 22.26	\$ 22.97	\$ 23.67	\$ 24.38	\$ 25.08	\$ 25.79	
Home Liaison	\$ 20.72	\$ 21.45	\$ 22.17	\$ 22.90	\$ 23.62	\$ 24.35	\$ 25.07	\$ 25.80	\$ 26.52	
ECEAP Teacher/Early Childhood Instructional Coach	\$ 20.82	\$ 21.55	\$ 22.28	\$ 23.01	\$ 23.74	\$ 24.47	\$ 25.20	\$ 25.93	\$ 26.65	
Speech/Language Path. Asst.	\$ 22.20	\$ 22.98	\$ 23.75	\$ 24.53	\$ 25.31	\$ 26.08	\$ 26.86	\$ 27.64	\$ 28.41	
Vision Impaired Specialist	\$ 22.20	\$ 22.98	\$ 23.75	\$ 24.53	\$ 25.31	\$ 26.08	\$ 26.86	\$ 27.64	\$ 28.41	
Hearing Impaired Specialist	\$ 22.20	\$ 22.98	\$ 23.75	\$ 24.53	\$ 25.31	\$ 26.08	\$ 26.86	\$ 27.64	\$ 28.41	
Para Educators:										
*Quarter Credit Hours of College Work										
0	\$ 17.33	\$ 17.94	\$ 18.55	\$ 19.15	\$ 19.76	\$ 20.37	\$ 20.97	\$ 21.58	\$ 22.19	
15	\$ 17.44	\$ 18.05	\$ 18.67	\$ 19.28	\$ 19.89	\$ 20.50	\$ 21.11	\$ 21.72	\$ 22.33	
30	\$ 17.60	\$ 18.22	\$ 18.83	\$ 19.45	\$ 20.06	\$ 20.68	\$ 21.29	\$ 21.91	\$ 22.53	
45	\$ 17.78	\$ 18.40	\$ 19.02	\$ 19.64	\$ 20.27	\$ 20.89	\$ 21.51	\$ 22.13	\$ 22.75	
60	\$ 17.97	\$ 18.60	\$ 19.23	\$ 19.86	\$ 20.49	\$ 21.12	\$ 21.75	\$ 22.38	\$ 23.01	
75	\$ 18.08	\$ 18.71	\$ 19.34	\$ 19.98	\$ 20.61	\$ 21.24	\$ 21.87	\$ 22.51	\$ 23.14	
90	\$ 18.23	\$ 18.87	\$ 19.51	\$ 20.15	\$ 20.79	\$ 21.43	\$ 22.06	\$ 22.70	\$ 23.34	
105	\$ 18.40	\$ 19.04	\$ 19.69	\$ 20.33	\$ 20.98	\$ 21.62	\$ 22.26	\$ 22.91	\$ 23.55	
120	\$ 18.59	\$ 19.24	\$ 19.89	\$ 20.54	\$ 21.19	\$ 21.84	\$ 22.49	\$ 23.14	\$ 23.79	
135	\$ 18.69	\$ 19.35	\$ 20.00	\$ 20.65	\$ 21.31	\$ 21.96	\$ 22.62	\$ 23.27	\$ 23.93	
150	\$ 18.89	\$ 19.55	\$ 20.21	\$ 20.87	\$ 21.53	\$ 22.20	\$ 22.86	\$ 23.52	\$ 24.18	
165	\$ 18.97	\$ 19.64	\$ 20.30	\$ 20.96	\$ 21.63	\$ 22.29	\$ 22.96	\$ 23.62	\$ 24.29	
180	\$ 19.18	\$ 19.85	\$ 20.52	\$ 21.19	\$ 21.87	\$ 22.54	\$ 23.21	\$ 23.88	\$ 24.55	
TRANSPORTATION										
Head Mechanic/Transportation	\$ 25.22	\$ 27.14	\$ 28.06	\$ 28.98	\$ 29.89	\$ 30.81	\$ 31.73	\$ 32.65	\$ 33.57	
Mechanic/Bus Driver	\$ 24.18	\$ 25.03	\$ 25.88	\$ 26.72	\$ 27.57	\$ 28.42	\$ 29.26	\$ 30.11	\$ 30.96	
Bus Driver	\$ 22.55	\$ 23.34	\$ 24.13	\$ 24.92	\$ 25.71	\$ 26.50	\$ 27.29	\$ 28.08	\$ 28.87	
Bus Driver/Asst. Maintenance/Custodian	\$ 22.55	\$ 23.34	\$ 24.13	\$ 24.92	\$ 25.71	\$ 26.50	\$ 27.29	\$ 28.08	\$ 28.87	
Bus Driver/Mail Room/Bus Garage	\$ 22.55	\$ 23.34	\$ 24.13	\$ 24.92	\$ 25.71	\$ 26.50	\$ 27.29	\$ 28.08	\$ 28.87	
FOOD SERVICE										
Head Cook	\$ 19.24	\$ 19.92	\$ 20.59	\$ 21.26	\$ 21.94	\$ 22.61	\$ 23.28	\$ 23.96	\$ 24.63	
Assistant Cook	\$ 18.26	\$ 18.89	\$ 19.53	\$ 20.17	\$ 20.81	\$ 21.45	\$ 22.09	\$ 22.73	\$ 23.37	
Accu-Scan/Assistant Cook	\$ 18.81	\$ 19.46	\$ 20.12	\$ 20.78	\$ 21.44	\$ 22.10	\$ 22.76	\$ 23.41	\$ 24.07	
Dish Washer	\$ 17.80	\$ 18.42	\$ 19.04	\$ 19.67	\$ 20.29	\$ 20.91	\$ 21.54	\$ 22.16	\$ 22.78	
Food Services Assistant	\$ 17.80	\$ 18.42	\$ 19.04	\$ 19.67	\$ 20.29	\$ 20.91	\$ 21.54	\$ 22.16	\$ 22.78	
ECEAP Food Assistant	\$ 17.80	\$ 18.42	\$ 19.04	\$ 19.67	\$ 20.29	\$ 20.91	\$ 21.54	\$ 22.16	\$ 22.78	
SECRETARIAL										
Principal's/Sp. Ed. Director's Secretary	\$ 21.78	\$ 22.54	\$ 23.31	\$ 24.07	\$ 24.83	\$ 25.59	\$ 26.35	\$ 27.12	\$ 27.88	
Migrant Clerk/Bldg Secretary/ECEAP Secretary	\$ 20.43	\$ 21.14	\$ 21.86	\$ 22.57	\$ 23.29	\$ 24.00	\$ 24.72	\$ 25.43	\$ 26.15	
Project Secretary	\$ 20.00	\$ 20.70	\$ 21.40	\$ 22.10	\$ 22.80	\$ 23.50	\$ 24.20	\$ 24.90	\$ 25.60	
Lunch Accountant	\$ 19.20	\$ 19.87	\$ 20.55	\$ 21.22	\$ 21.89	\$ 22.56	\$ 23.23	\$ 23.91	\$ 24.58	
File Clerk	\$ 17.68	\$ 18.30	\$ 18.92	\$ 19.54	\$ 20.16	\$ 20.78	\$ 21.40	\$ 22.02	\$ 22.63	
TECHNOLOGY										
Technology Assistant	\$ 24.82	\$ 25.69	\$ 26.55	\$ 27.42	\$ 28.29	\$ 29.16	\$ 30.03	\$ 30.90	\$ 31.77	



Balanced Schedule A
Granger PSE
September 1, 2022 – August 31, 2023

BALANCED SCHEDULE A 2022-2023

	2022-2023	2022-2023	2022-2023	2022-2023	2022-2023	2022-2023	2022-2023	2022-2023	2022-2023
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
	YEAR 1	YEAR 2-5	YEARS 6-10	YEARS 11-14	YEARS 15-19	YEARS 20-24	YEARS 25-29	YEARS 30-39	YEARS 40+
MAINTENANCE									
Maintenance	\$ 23.38	\$ 24.20	\$ 25.02	\$ 25.84	\$ 26.66	\$ 27.48	\$ 28.30	\$ 29.11	\$ 29.93
Custodial/Maintenance	\$ 22.40	\$ 23.18	\$ 23.96	\$ 24.75	\$ 25.53	\$ 26.32	\$ 27.10	\$ 27.88	\$ 28.67
CUSTODIAL									
Custodian	\$ 20.67	\$ 21.39	\$ 22.11	\$ 22.84	\$ 23.56	\$ 24.28	\$ 25.01	\$ 25.73	\$ 26.45
Event Custodian	\$ 20.67	\$ 21.39	\$ 22.11	\$ 22.84	\$ 23.56	\$ 24.28	\$ 25.01	\$ 25.73	\$ 26.45
Custodian/Bus Driver	\$ 23.00	\$ 23.81	\$ 24.61	\$ 25.42	\$ 26.22	\$ 27.03	\$ 27.83	\$ 28.64	\$ 29.44
PARA EDUCATORS									
Bus Aide	\$ 17.68	\$ 18.30	\$ 18.92	\$ 19.54	\$ 20.15	\$ 20.77	\$ 21.39	\$ 22.01	\$ 22.63
Health Room Assistant	\$ 18.31	\$ 18.95	\$ 19.59	\$ 20.24	\$ 20.88	\$ 21.52	\$ 22.16	\$ 22.80	\$ 23.44
Early Childhood Recruiter	\$ 20.55	\$ 21.27	\$ 21.99	\$ 22.71	\$ 23.43	\$ 24.15	\$ 24.87	\$ 25.59	\$ 26.31
Home Liaison	\$ 21.13	\$ 21.87	\$ 22.61	\$ 23.35	\$ 24.09	\$ 24.83	\$ 25.57	\$ 26.31	\$ 27.05
ECEAP Teacher/Early Childhood Instructional Coach	\$ 21.24	\$ 21.98	\$ 22.73	\$ 23.47	\$ 24.21	\$ 24.96	\$ 25.70	\$ 26.44	\$ 27.19
Speech/Language Path. Asst.	\$ 22.64	\$ 23.43	\$ 24.23	\$ 25.02	\$ 25.81	\$ 26.60	\$ 27.40	\$ 28.19	\$ 28.98
Vision Impaired Specialist	\$ 22.64	\$ 23.43	\$ 24.23	\$ 25.02	\$ 25.81	\$ 26.60	\$ 27.40	\$ 28.19	\$ 28.98
Hearing Impaired Specialist	\$ 22.64	\$ 23.43	\$ 24.23	\$ 25.02	\$ 25.81	\$ 26.60	\$ 27.40	\$ 28.19	\$ 28.98
Para Educators:									
*Quarter Credit Hours of College Work									
0	\$ 17.68	\$ 18.30	\$ 18.92	\$ 19.54	\$ 20.15	\$ 20.77	\$ 21.39	\$ 22.01	\$ 22.63
15	\$ 17.79	\$ 18.42	\$ 19.04	\$ 19.66	\$ 20.28	\$ 20.91	\$ 21.53	\$ 22.15	\$ 22.77
30	\$ 17.95	\$ 18.58	\$ 19.21	\$ 19.84	\$ 20.47	\$ 21.09	\$ 21.72	\$ 22.35	\$ 22.98
45	\$ 18.13	\$ 18.77	\$ 19.40	\$ 20.04	\$ 20.67	\$ 21.31	\$ 21.94	\$ 22.57	\$ 23.21
60	\$ 18.33	\$ 18.98	\$ 19.62	\$ 20.26	\$ 20.90	\$ 21.54	\$ 22.18	\$ 22.83	\$ 23.47
75	\$ 18.44	\$ 19.09	\$ 19.73	\$ 20.38	\$ 21.02	\$ 21.67	\$ 22.31	\$ 22.96	\$ 23.60
90	\$ 18.60	\$ 19.25	\$ 19.90	\$ 20.55	\$ 21.20	\$ 21.85	\$ 22.50	\$ 23.16	\$ 23.81
105	\$ 18.77	\$ 19.43	\$ 20.08	\$ 20.74	\$ 21.40	\$ 22.05	\$ 22.71	\$ 23.37	\$ 24.02
120	\$ 18.96	\$ 19.62	\$ 20.29	\$ 20.95	\$ 21.61	\$ 22.28	\$ 22.94	\$ 23.60	\$ 24.27
135	\$ 19.07	\$ 19.73	\$ 20.40	\$ 21.07	\$ 21.74	\$ 22.40	\$ 23.07	\$ 23.74	\$ 24.40
150	\$ 19.27	\$ 19.94	\$ 20.62	\$ 21.29	\$ 21.96	\$ 22.64	\$ 23.31	\$ 23.99	\$ 24.66
165	\$ 19.35	\$ 20.03	\$ 20.71	\$ 21.38	\$ 22.06	\$ 22.74	\$ 23.42	\$ 24.09	\$ 24.77
180	\$ 19.56	\$ 20.25	\$ 20.93	\$ 21.62	\$ 22.30	\$ 22.99	\$ 23.67	\$ 24.36	\$ 25.04
TRANSPORTATION									
Head Mechanic/Transportation	\$ 26.75	\$ 27.68	\$ 28.62	\$ 29.56	\$ 30.49	\$ 31.43	\$ 32.36	\$ 33.30	\$ 34.24
Mechanic/Bus Driver	\$ 24.67	\$ 25.53	\$ 26.40	\$ 27.26	\$ 28.12	\$ 28.99	\$ 29.85	\$ 30.71	\$ 31.58
Bus Driver	\$ 23.00	\$ 23.81	\$ 24.61	\$ 25.42	\$ 26.22	\$ 27.03	\$ 27.83	\$ 28.64	\$ 29.44
Bus Driver/Asst. Maintenance/Custodian	\$ 23.00	\$ 23.81	\$ 24.61	\$ 25.42	\$ 26.22	\$ 27.03	\$ 27.83	\$ 28.64	\$ 29.44
Bus Driver/Mail Room/Bus Garage	\$ 23.00	\$ 23.81	\$ 24.61	\$ 25.42	\$ 26.22	\$ 27.03	\$ 27.83	\$ 28.64	\$ 29.44
FOOD SERVICE									
Head Cook	\$ 19.63	\$ 20.32	\$ 21.00	\$ 21.69	\$ 22.38	\$ 23.06	\$ 23.75	\$ 24.44	\$ 25.12
Assistant Cook	\$ 18.62	\$ 19.27	\$ 19.92	\$ 20.58	\$ 21.23	\$ 21.88	\$ 22.53	\$ 23.18	\$ 23.83
Accu-Scan/Assistant Cook	\$ 19.18	\$ 19.85	\$ 20.53	\$ 21.20	\$ 21.87	\$ 22.54	\$ 23.21	\$ 23.88	\$ 24.55
Dish Washer	\$ 18.15	\$ 18.79	\$ 19.42	\$ 20.06	\$ 20.70	\$ 21.33	\$ 21.97	\$ 22.60	\$ 23.24
Food Services Assistant	\$ 18.15	\$ 18.79	\$ 19.42	\$ 20.06	\$ 20.70	\$ 21.33	\$ 21.97	\$ 22.60	\$ 23.24
ECEAP Food Assistant	\$ 18.15	\$ 18.79	\$ 19.42	\$ 20.06	\$ 20.70	\$ 21.33	\$ 21.97	\$ 22.60	\$ 23.24
SECRETARIAL									
Principal's/Sp. Ed. Director's Secretary	\$ 22.22	\$ 22.99	\$ 23.77	\$ 24.55	\$ 25.33	\$ 26.10	\$ 26.88	\$ 27.66	\$ 28.44
Migrant Clerk/Bldg Secretary/ECEAP Secretary	\$ 20.84	\$ 21.57	\$ 22.30	\$ 23.03	\$ 23.75	\$ 24.48	\$ 25.21	\$ 25.94	\$ 26.67
Project Secretary	\$ 20.40	\$ 21.12	\$ 21.83	\$ 22.54	\$ 23.26	\$ 23.97	\$ 24.69	\$ 25.40	\$ 26.12
Lunch Accountant	\$ 19.59	\$ 20.27	\$ 20.96	\$ 21.64	\$ 22.33	\$ 23.01	\$ 23.70	\$ 24.38	\$ 25.07
File Clerk	\$ 18.04	\$ 18.67	\$ 19.30	\$ 19.93	\$ 20.56	\$ 21.19	\$ 21.82	\$ 22.46	\$ 23.09
TECHNOLOGY									
Technology Assistant	\$ 25.31	\$ 26.20	\$ 27.09	\$ 27.97	\$ 28.86	\$ 29.74	\$ 30.63	\$ 31.52	\$ 32.40



Grandfathered Schedule A
Granger PSE
September 1, 2021 – August 31, 2022

Grandfathered Schedule A 2021-2022	STEP 1	STEP 2	STEP 3	STEP 4	1.50%	3.00%	4.50%	5.00%	6.00%
	YEAR 1	YEAR 2-5	YEARS 6-10	YEARS 11-14	YEARS 15-19	YEARS 20-24	YEARS 25-29	YEARS 30-39	YEARS 40+
MAINTENANCE									
Maintenance	\$ 22.93	\$ 24.51	\$ 25.21	\$ 25.94	\$ 26.33	\$ 26.72	\$ 27.11	\$ 27.24	\$ 27.49
Custodial/Maintenance	\$ 21.96	\$ 23.49	\$ 24.16	\$ 24.86	\$ 25.23	\$ 25.60	\$ 25.98	\$ 26.10	\$ 26.35
CUSTODIAL									
Custodian	\$ 20.27	\$ 20.88	\$ 21.46	\$ 22.07	\$ 22.40	\$ 22.73	\$ 23.07	\$ 23.18	\$ 23.40
Event Custodian	\$ 20.27	\$ 20.88	\$ 21.46	\$ 22.07	\$ 22.40	\$ 22.73	\$ 23.07	\$ 23.18	\$ 23.40
Custodian/Bus Driver	\$ 22.31	\$ 23.30	\$ 23.97	\$ 24.56	\$ 24.93	\$ 25.30	\$ 25.67	\$ 25.79	\$ 26.04
PARA EDUCATORS									
Bus Aide	\$ 17.33	\$ 17.92	\$ 18.43	\$ 18.95	\$ 19.24	\$ 19.52	\$ 19.80	\$ 19.90	\$ 20.09
Health Room Assistant	\$ 17.96	\$ 18.54	\$ 19.06	\$ 19.61	\$ 19.91	\$ 20.20	\$ 20.50	\$ 20.60	\$ 20.79
Early Childhood Recruiter	\$ 20.16	\$ 21.00	\$ 21.61	\$ 22.23	\$ 22.56	\$ 22.89	\$ 23.23	\$ 23.34	\$ 23.56
Home Liaison	\$ 20.73	\$ 21.61	\$ 22.23	\$ 22.87	\$ 23.21	\$ 23.55	\$ 23.90	\$ 24.01	\$ 24.24
ECEAP Teacher/Early Childhood Instructional Coach	\$ 20.83	\$ 21.68	\$ 22.29	\$ 22.93	\$ 23.27	\$ 23.62	\$ 23.96	\$ 24.08	\$ 24.31
Speech/Language Path. Asst.	\$ 22.21	\$ 23.03	\$ 23.70	\$ 24.38	\$ 24.74	\$ 25.11	\$ 25.48	\$ 25.60	\$ 25.84
Vision Impaired Specialist	\$ 22.21	\$ 23.03	\$ 23.70	\$ 24.38	\$ 24.74	\$ 25.11	\$ 25.48	\$ 25.60	\$ 25.84
Hearing Impaired Specialist	\$ 22.21	\$ 23.03	\$ 23.70	\$ 24.38	\$ 24.74	\$ 25.11	\$ 25.48	\$ 25.60	\$ 25.84
Para Educators:									
*Quarter Credit Hours of College Work									
0	\$ 17.33	\$ 17.92	\$ 18.43	\$ 18.95	\$ 19.24	\$ 19.52	\$ 19.80	\$ 19.90	\$ 20.09
15	\$ 17.45	\$ 18.08	\$ 18.59	\$ 19.13	\$ 19.41	\$ 19.70	\$ 19.99	\$ 20.08	\$ 20.27
30	\$ 17.61	\$ 18.23	\$ 18.75	\$ 19.29	\$ 19.58	\$ 19.87	\$ 20.16	\$ 20.25	\$ 20.45
45	\$ 17.78	\$ 18.39	\$ 18.91	\$ 19.45	\$ 19.74	\$ 20.03	\$ 20.33	\$ 20.42	\$ 20.62
60	\$ 17.98	\$ 18.59	\$ 19.11	\$ 19.66	\$ 19.95	\$ 20.25	\$ 20.54	\$ 20.64	\$ 20.83
75	\$ 18.08	\$ 18.66	\$ 19.20	\$ 19.74	\$ 20.03	\$ 20.33	\$ 20.63	\$ 20.72	\$ 20.92
90	\$ 18.24	\$ 18.88	\$ 19.41	\$ 19.96	\$ 20.26	\$ 20.56	\$ 20.86	\$ 20.96	\$ 21.16
105	\$ 18.40	\$ 18.99	\$ 19.53	\$ 20.08	\$ 20.39	\$ 20.69	\$ 20.99	\$ 21.09	\$ 21.29
120	\$ 18.59	\$ 19.21	\$ 19.75	\$ 20.31	\$ 20.61	\$ 20.92	\$ 21.22	\$ 21.32	\$ 21.53
135	\$ 18.70	\$ 19.31	\$ 19.85	\$ 20.42	\$ 20.73	\$ 21.03	\$ 21.34	\$ 21.44	\$ 21.65
150	\$ 18.89	\$ 19.54	\$ 20.08	\$ 20.67	\$ 20.98	\$ 21.29	\$ 21.60	\$ 21.70	\$ 21.91
165	\$ 18.97	\$ 19.67	\$ 20.23	\$ 20.79	\$ 21.10	\$ 21.41	\$ 21.72	\$ 21.83	\$ 22.03
180	\$ 19.19	\$ 19.79	\$ 20.34	\$ 20.92	\$ 21.23	\$ 21.55	\$ 21.86	\$ 21.97	\$ 22.18
TRANSPORTATION									
Head Mechanic/Transportation	\$ 26.22	\$ 26.95	\$ 27.71	\$ 28.52	\$ 28.95	\$ 29.37	\$ 29.80	\$ 29.95	\$ 30.23
Mechanic/Bus Driver	\$ 24.19	\$ 24.86	\$ 25.57	\$ 26.33	\$ 26.72	\$ 27.12	\$ 27.51	\$ 27.64	\$ 27.91
Bus Driver	\$ 22.55	\$ 23.30	\$ 23.97	\$ 24.56	\$ 24.93	\$ 25.30	\$ 25.67	\$ 25.79	\$ 26.04
Bus Driver/Asst. Maintenance/Custodian	\$ 22.55	\$ 23.30	\$ 23.97	\$ 24.56	\$ 24.93	\$ 25.30	\$ 25.67	\$ 25.79	\$ 26.04
Bus Driver/Mail Room/Bus Garage	\$ 22.55	\$ 23.30	\$ 23.97	\$ 24.56	\$ 24.93	\$ 25.30	\$ 25.67	\$ 25.79	\$ 26.04
FOOD SERVICE									
Head Cook	\$ 19.25	\$ 19.85	\$ 20.41	\$ 20.99	\$ 21.31	\$ 21.62	\$ 21.94	\$ 22.04	\$ 22.25
Assistant Cook	\$ 18.26	\$ 18.89	\$ 19.44	\$ 19.98	\$ 20.28	\$ 20.58	\$ 20.88	\$ 20.98	\$ 21.18
Accu-Scan/Assistant Cook	\$ 18.81	\$ 19.44	\$ 19.99	\$ 20.57	\$ 20.88	\$ 21.19	\$ 21.50	\$ 21.60	\$ 21.81
Dish Washer	\$ 17.80	\$ 18.42	\$ 18.94	\$ 19.48	\$ 19.77	\$ 20.07	\$ 20.36	\$ 20.46	\$ 20.65
Food Services Assistant	\$ 17.80	\$ 18.42	\$ 18.94	\$ 19.48	\$ 19.77	\$ 20.07	\$ 20.36	\$ 20.46	\$ 20.65
ECEAP Food Assistant	\$ 17.80	\$ 18.42	\$ 18.94	\$ 19.48	\$ 19.77	\$ 20.07	\$ 20.36	\$ 20.46	\$ 20.65
SECRETARIAL									
Principal's/Sp. Ed. Director's Secretary	\$ 21.79	\$ 22.28	\$ 22.91	\$ 23.57	\$ 23.93	\$ 24.28	\$ 24.63	\$ 24.75	\$ 24.99
Migrant Clerk/Bldg Secretary/ECEAP Secretary	\$ 20.43	\$ 21.29	\$ 21.90	\$ 22.52	\$ 22.86	\$ 23.20	\$ 23.54	\$ 23.65	\$ 23.87
Project Secretary	\$ 20.00	\$ 20.64	\$ 21.24	\$ 21.84	\$ 22.17	\$ 22.49	\$ 22.82	\$ 22.93	\$ 23.15
Lunch Accountant	\$ 19.21	\$ 19.99	\$ 20.57	\$ 21.15	\$ 21.47	\$ 21.79	\$ 22.11	\$ 22.21	\$ 22.42
File Clerk	\$ 17.69	\$ 18.41	\$ 18.93	\$ 19.57	\$ 19.87	\$ 20.16	\$ 20.45	\$ 20.55	\$ 20.75
TECHNOLOGY									
Technology Assistant	\$ 23.37	\$ 24.83	\$ 25.54	\$ 26.28	\$ 26.67	\$ 27.06	\$ 27.46	\$ 27.59	\$ 27.85



Grandfathered Schedule A
Granger PSE
September 1, 2022 – August 31, 2023

Grandfathered Schedule A 2022-2023	STEP 1	STEP 2	STEP 3	STEP 4	1.50%	3.00%	4.50%	5.00%	6.00%
	YEAR 1	YEAR 2-5	YEARS 6-10	YEARS 11-14	YEARS 15-19	YEARS 20-24	YEARS 25-29	YEARS 30-39	YEARS 40+
MAINTENANCE									
Maintenance	\$ 23.39	\$ 25.00	\$ 25.71	\$ 26.46	\$ 26.86	\$ 27.25	\$ 27.65	\$ 27.78	\$ 28.05
Custodial/Maintenance	\$ 22.40	\$ 23.96	\$ 24.64	\$ 25.36	\$ 25.74	\$ 26.12	\$ 26.50	\$ 26.63	\$ 26.88
CUSTODIAL									
Custodian	\$ 20.68	\$ 21.30	\$ 21.89	\$ 22.51	\$ 22.85	\$ 23.19	\$ 23.52	\$ 23.64	\$ 23.86
Event Custodian	\$ 20.68	\$ 21.30	\$ 21.89	\$ 22.51	\$ 22.85	\$ 23.19	\$ 23.52	\$ 23.64	\$ 23.86
Custodian/Bus Driver	\$ 22.76	\$ 23.77	\$ 24.45	\$ 25.05	\$ 25.43	\$ 25.80	\$ 26.18	\$ 26.30	\$ 26.55
PARA EDUCATORS									
Bus Aide	\$ 17.68	\$ 18.28	\$ 18.80	\$ 19.33	\$ 19.62	\$ 19.91	\$ 20.20	\$ 20.30	\$ 20.49
Health Room Assistant	\$ 18.32	\$ 18.91	\$ 19.44	\$ 20.00	\$ 20.30	\$ 20.60	\$ 20.90	\$ 21.00	\$ 21.20
Early Childhood Recruiter	\$ 20.56	\$ 21.42	\$ 22.04	\$ 22.67	\$ 23.01	\$ 23.35	\$ 23.69	\$ 23.81	\$ 24.04
Home Liaison	\$ 21.14	\$ 22.04	\$ 22.67	\$ 23.33	\$ 23.68	\$ 24.03	\$ 24.38	\$ 24.49	\$ 24.73
ECEAP Teacher/Early Childhood Instructional Coach	\$ 21.25	\$ 22.11	\$ 22.74	\$ 23.39	\$ 23.74	\$ 24.09	\$ 24.44	\$ 24.56	\$ 24.79
Speech/Language Path. Asst.	\$ 22.65	\$ 23.49	\$ 24.17	\$ 24.87	\$ 25.24	\$ 25.61	\$ 25.99	\$ 26.11	\$ 26.36
Vision Impaired Specialist	\$ 22.65	\$ 23.49	\$ 24.17	\$ 24.87	\$ 25.24	\$ 25.61	\$ 25.99	\$ 26.11	\$ 26.36
Hearing Impaired Specialist	\$ 22.65	\$ 23.49	\$ 24.17	\$ 24.87	\$ 25.24	\$ 25.61	\$ 25.99	\$ 26.11	\$ 26.36
Para Educators:									
*Quarter Credit Hours of College Work									
0	\$ 17.68	\$ 18.28	\$ 18.80	\$ 19.33	\$ 19.62	\$ 19.91	\$ 20.20	\$ 20.30	\$ 20.49
15	\$ 17.80	\$ 18.44	\$ 18.96	\$ 19.51	\$ 19.81	\$ 20.10	\$ 20.39	\$ 20.49	\$ 20.68
30	\$ 17.96	\$ 18.59	\$ 19.13	\$ 19.68	\$ 19.97	\$ 20.27	\$ 20.56	\$ 20.66	\$ 20.86
45	\$ 18.14	\$ 18.76	\$ 19.29	\$ 19.84	\$ 20.14	\$ 20.43	\$ 20.73	\$ 20.83	\$ 21.03
60	\$ 18.34	\$ 18.96	\$ 19.49	\$ 20.05	\$ 20.35	\$ 20.65	\$ 20.96	\$ 21.06	\$ 21.26
75	\$ 18.44	\$ 19.03	\$ 19.58	\$ 20.13	\$ 20.44	\$ 20.74	\$ 21.04	\$ 21.14	\$ 21.34
90	\$ 18.60	\$ 19.26	\$ 19.80	\$ 20.36	\$ 20.66	\$ 20.97	\$ 21.28	\$ 21.38	\$ 21.58
105	\$ 18.77	\$ 19.37	\$ 19.92	\$ 20.48	\$ 20.79	\$ 21.10	\$ 21.40	\$ 21.51	\$ 21.71
120	\$ 18.96	\$ 19.59	\$ 20.15	\$ 20.72	\$ 21.03	\$ 21.34	\$ 21.65	\$ 21.75	\$ 21.96
135	\$ 19.07	\$ 19.70	\$ 20.25	\$ 20.83	\$ 21.14	\$ 21.45	\$ 21.77	\$ 21.87	\$ 22.08
150	\$ 19.27	\$ 19.93	\$ 20.48	\$ 21.08	\$ 21.40	\$ 21.72	\$ 22.03	\$ 22.14	\$ 22.35
165	\$ 19.35	\$ 20.06	\$ 20.63	\$ 21.21	\$ 21.52	\$ 21.84	\$ 22.16	\$ 22.27	\$ 22.48
180	\$ 19.57	\$ 20.19	\$ 20.75	\$ 21.34	\$ 21.66	\$ 21.98	\$ 22.30	\$ 22.41	\$ 22.62
TRANSPORTATION									
Head Mechanic/Transportation	\$ 26.74	\$ 27.49	\$ 28.26	\$ 29.09	\$ 29.53	\$ 29.96	\$ 30.40	\$ 30.54	\$ 30.84
Mechanic/Bus Driver	\$ 24.67	\$ 25.36	\$ 26.08	\$ 26.86	\$ 27.26	\$ 27.66	\$ 28.07	\$ 28.20	\$ 28.47
Bus Driver	\$ 23.00	\$ 23.77	\$ 24.45	\$ 25.05	\$ 25.43	\$ 25.80	\$ 26.18	\$ 26.30	\$ 26.55
Bus Driver/Asst. Maintenance/Custodian	\$ 23.00	\$ 23.77	\$ 24.45	\$ 25.05	\$ 25.43	\$ 25.80	\$ 26.18	\$ 26.30	\$ 26.55
Bus Driver/Mail Room/Bus Garage	\$ 23.00	\$ 23.77	\$ 24.45	\$ 25.05	\$ 25.43	\$ 25.80	\$ 26.18	\$ 26.30	\$ 26.55
FOOD SERVICE									
Head Cook	\$ 19.64	\$ 20.25	\$ 20.82	\$ 21.41	\$ 21.73	\$ 22.05	\$ 22.37	\$ 22.48	\$ 22.69
Assistant Cook	\$ 18.63	\$ 19.27	\$ 19.83	\$ 20.38	\$ 20.69	\$ 20.99	\$ 21.30	\$ 21.40	\$ 21.60
Accu-Scan/Assistant Cook	\$ 19.19	\$ 19.83	\$ 20.39	\$ 20.98	\$ 21.30	\$ 21.61	\$ 21.93	\$ 22.03	\$ 22.24
Dish Washer	\$ 18.16	\$ 18.79	\$ 19.32	\$ 19.87	\$ 20.17	\$ 20.47	\$ 20.76	\$ 20.86	\$ 21.06
Food Services Assistant	\$ 18.16	\$ 18.79	\$ 19.32	\$ 19.87	\$ 20.17	\$ 20.47	\$ 20.76	\$ 20.86	\$ 21.06
ECEAP Food Assistant	\$ 18.16	\$ 18.79	\$ 19.32	\$ 19.87	\$ 20.17	\$ 20.47	\$ 20.76	\$ 20.86	\$ 21.06
SECRETARIAL									
Principal's/Sp. Ed. Director's Secretary	\$ 22.23	\$ 22.73	\$ 23.37	\$ 24.04	\$ 24.40	\$ 24.76	\$ 25.12	\$ 25.24	\$ 25.48
Migrant Clerk/Bldg Secretary/ECEAP Secretary	\$ 20.84	\$ 21.72	\$ 22.34	\$ 22.97	\$ 23.31	\$ 23.66	\$ 24.00	\$ 24.12	\$ 24.35
Project Secretary	\$ 20.40	\$ 21.05	\$ 21.66	\$ 22.28	\$ 22.61	\$ 22.95	\$ 23.28	\$ 23.39	\$ 23.61
Lunch Accountant	\$ 19.59	\$ 20.39	\$ 20.98	\$ 21.57	\$ 21.90	\$ 22.22	\$ 22.54	\$ 22.65	\$ 22.87
File Clerk	\$ 18.04	\$ 18.78	\$ 19.31	\$ 19.96	\$ 20.26	\$ 20.56	\$ 20.86	\$ 20.96	\$ 21.16
TECHNOLOGY									
Technology Assistant	\$ 23.84	\$ 25.33	\$ 26.05	\$ 26.81	\$ 27.21	\$ 27.61	\$ 28.01	\$ 28.15	\$ 28.41



LETTER OF AGREEMENT

THIS LETTER OF AGREEMENT SETS FORTH THE FOLLOWING AGREEMENT BETWEEN THE PUBLIC SCHOOL EMPLOYEES OF WASHINGTON / SEIU LOCAL 1948, GRANGER CHAPTER AND THE GRANGER SCHOOL DISTRICT #204 PURSUANT TO ARTICLE XVIII, SECTION 18.3. OF THE CURRENT COLLECTIVE BARGAINING AGREEMENT.

The parties agree to the following:

In the event employees are not in compliance with the COVID vaccination condition of employment by October 18, 2021, the parties agree to the following:

The below chart shows timeline expectations to be in compliance with the vaccine mandate:

Vaccine	Series Dose Requirement	First Dose no Later Than	Second Dose	Completed Series	Fully Vaccinated
Pfizer	2 doses, 21 days apart	09/13/21	10/04/21	10/04/21	10/18/21
Moderna	2 doses, 28 days apart	09/06/21	10/04/21	10/04/21	10/18/21
Johnson & Johnson	Single dose	10/04/21	N/A	10/04/21	10/18/21

Unvaccinated employees will have until October 18, 2021, to be fully vaccinated. This information will be stored in the employee's medical file, separate from their personnel file.

Incentivization:

The GSD has added two additional personal days to be used this school year.

Retirement:

Employees who elect to separate from employment with the district due to the vaccine mandate will work directly with DRS.

Vaccination Exemption Process:

Employees who qualify for exemptions will provide documentation and the employer will record documentation provided for exemption in a file separate from their personnel file.

- **Medical Exemption**

Medical Exemptions will be treated through the district established medical accommodation process and the district will determine the level and ability to accommodate per the individual.

- **Religious Exemption**

An employee who has a sincerely held religious belief that prevents them from being vaccinated against COVID-19 may request an accommodation by notifying Human Resources. The employee must meet with Human Resources to actively initiate the process. The employee

1 must provide all information reasonably needed to evaluate the request. The employer will
2 follow OSPI guidance to evaluate the request.

3
4 ● **Documentation of requests**

5 The employer will document the accommodation granted or the denial. The information will be
6 kept in a secure and confidential location.

7
8 **Exemptions:**

9 An exemption whether it be medical or religious is an ask for a reasonable accommodation. If the
10 accommodation is granted the following may be required:

- 11
12 ● If an employee can attend work in-person, they will be required to wear Personal Protective
13 Equipment (PPE), CDC and DOH will set all requirements for PPE and social distancing.

14
15 The only statutory limitation on an employer's obligation to provide "reasonable accommodation" is
16 that no such change or modification is required if it would cause "undue hardship" to the
17 employer. "Undue hardship" means significant difficulty or expense and focuses on the resources and
18 circumstances of the particular employer in relationship to the cost or difficulty of providing a specific
19 accommodation. Undue hardship refers not only to financial difficulty, but to reasonable
20 accommodations that are unduly extensive, substantial, or disruptive, or those that would
21 fundamentally alter the nature or operation of the business. An employer must assess on a case-by-case
22 basis whether a particular reasonable accommodation would cause undue hardship. The ADA's "undue
23 hardship" standard is different from that applied by courts under Title VII of the Civil Rights Act of
24 1964 for religious accommodation.

25
26 **Health, Safety, and Personal Protective Equipment (PPE):**

- 27
28 ● The District will implement District-wide health and safety protocols that are designed to comply
29 with applicable guidance of all relevant public health agencies, which will include at least the
30 following: the federal Centers for Disease Control and Prevention ("CDC"); Proclamations by the
31 Governor; DOH; OSPI; the Washington State Department of Labor and Industries ("L&I");
32 Occupational Safety and Health Administration, and Yakima County Health District. Health and
33 safety protocols will be consistent with the District's Learning Plan. Strict compliance with all
34 relevant District safety and health rules will be an essential function of each employee's position.
35 The parties recognize that the District may revise such rules as guidance from federal, state, and
36 local authorities' changes and may need to bargain the impacts of future changes.
- 37
38 ● The District will provide Personal Protective Equipment ("PPE") to employees above the
39 requirement to meet state health and safety standards. Employee requests for additional PPE
40 (KN95 masks, additional hand sanitizer, smocks, etc.) will be made to the employee's supervisor
41 and will not be denied if available. The District will respond to PPE requests in a timely manner.
- 42
43 ● The District will provide training opportunities for all employees on health and safety protocols
44 through safe school training at the beginning of the 2021-2022 school year.
- 45
46 ● The building principal is designated at the COVID-19 lead for each building. The building
47 principal monitors the health of employees, with the assistance of the nurse, and enforces the
48 COVID-19 safety plan.

- 1
- 2 ● Employees will report any issues regarding compliance with the COVID-19 safety requirements to
- 3 their supervisor.
- 4
- 5 ● Employees that experience or witness harassment, intimidation, or bullying will make a formal
- 6 complaint to their supervisor. The GSD will follow the Policy 5270 The Resolution of Staff
- 7 Complaints.
- 8
- 9 ● No employee shall be bullied or intimidated based on vaccination status. Such complaints will be
- 10 reported to the supervisor immediately.
- 11

12 **COVID Leaves:**

- 13
- 14 1. Beginning September 1, 2021, the District will provide employees a one-time benefit of up to five
- 15 (5) days of special paid sick leave for vaccinated employees who are unable to work if the
- 16 employee is subject to a quarantine or isolation order due to a documented exposure to a COVID-
- 17 19 while at work in the District. In order to be eligible for this paid leave, the employee must
- 18 follow the directives of the District and local health department regarding prompt testing following
- 19 the exposure or the development of COVID-19 Symptoms.
- 20

21 Unvaccinated employees are not eligible for this COVID leave. COVID leave will begin for

22 vaccinated employees starting from the date of ratification.

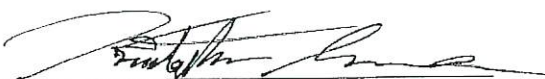
- 23
- 24 2. If an unvaccinated employee is determined to be a close contact by the nurse or designee, they will
- 25 quarantine for ten (10) days. If the employee is fully vaccinated, they do not need to quarantine
- 26 unless they have COVID symptoms. If they have COVID symptoms, they should quarantine until
- 27 cleared by a medical professional. All employees that have COVID symptoms or a potential close
- 28 contact will work directly with the school nurse. The school nurse will follow DOH guidelines and
- 29 work with the employee on a return-to-work date.
- 30
- 31 3. Employees who have a bona fide need to care for an individual who is subject to quarantine
- 32 because that individual has been diagnosed with COVID-19 or is experiencing symptoms of
- 33 COVID-19 and is seeking a medical diagnosis, may not come to work at a District work site. All
- 34 employees may access any or all of the following benefits under the terms of the applicable law,
- 35 District policy, or collective bargaining agreement (CBA):
- 36
- 37 A. Accrued or donated leave for illness, injury, or emergency.
- 38 B. Personal leave and/or vacation leave (as available under the CBA and District policies).
- 39 C. Washington Paid Family Medical Leave (PFML) (eligibility determined by the state).
- 40 D. Worker's compensation (Claims that meet certain criteria for exposure will be considered
- 41 on a case-by-case basis and eligibility will be determined by the state.)
- 42 E. Family Medical Leave Act (unpaid leave except for continued health insurance benefits).
- 43 F. Unpaid leave of absence for the period of the temporary disabling condition.
- 44 G. Long-term disability benefits (eligibility under SEBB to be determined by the state).
- 45 H. Unemployment benefits (eligibility determined by the state).
- 46

- 1 4. Due to the hardship of COVID on an employee's leave balance, employees may not be disciplined
2 if their leave balance falls into a "deduct" balance due to taking any COVID related leave. Should
3 such leave have occurred due to COVID.
4
5 5. Employees will not be required to exhaust personal, sick or vacation leave before taking leave
6 without pay for COVID related issues.
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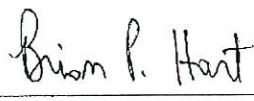
22 This Letter of Agreement will be effective September 1, 2021, shall remain in effect until August 31,
23 2022 and shall be attached to the current Collective Bargaining Agreement.
24
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29
30
31
32

33
34 PUBLIC SCHOOL EMPLOYEES OF
35 WASHINGTON / SEIU LOCAL 1948

36
37 GRANGER CHAPTER

38
39
40 BY: 
41 Kristopher Guerra, Chapter President

GRANGER SCHOOL DISTRICT #204

42
43 BY: 
44 Brian Hart, Superintendent

45
46
47 DATE: 11-16-2021

48
DATE: 11/16/2021



